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ENGINEERS' SALARIES

SPECIAL INDUSTRY REPORT

1980

7

ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies
345 East 47th Street
New York, New York 10017

October 1980

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

(FORMERLY ENGINEERS JOINT COUNCIL)

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The Engineering Manpower Commission was organized in 1950 as part of Engineers Joint Council, now American Association of Engineering Societies, to serve as a focus for national technological manpower activity.

The Commissions' program is carried out through the collection, analysis and publication of significant data on engineering manpower, as well as the development of programs and policies designed to acquaint the public with the importance of engineering to the national welfare.

The Engineering Manpower Commission is charged with the following responsibility:

"To engage in studies and analyses of the supply, demand and utilization of engineering and technical manpower; to make recommendations, conduct programs and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Board of Directors of AAES."

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ACKNOWLEGMENTS

This survey was conducted by Patrick J. Sheridan and Barbara Ann Howley of the EMC Staff who prepared and edited this report under the direction of the Survey Committee of the Engineering Manpower Commission which is chaired by Luke Noggle. Kenneth E. Foster is Chairman of the Salary Survey Committee. Ms. Rosanna Bonadonna of the EMC staff typed and proofed the text.

The computer program used for processing the submitted salary data was written by Richard C. Fremon of Bell Telephone Laboratories, who is currently Chairman of the Engineering Manpower Commission.

We are particularly grateful to the many individual salary administrators who provided the basic data from the participating employers of engineers. Space does not permit their individual identification in this report, but without their cooperation we would be unable to conduct our biennial salary surveys.

NOTE TO EMPLOYERS AND SALARY ADMINISTRATORS

Special summaries on the basis of degree level, supervisory status, industry type, by state, region or national geographic area are available. The cost of these special summaries is based on specific requirements. Call or write the Manager of Manpower Activities for additional information.

Raw data tables and matrix tables for any of the curves in this report may be obtained on special order at $5.00 per table, if desired.

EMC reports salary data as furnished by the survey respondents, and tries to insure that respondents represent a "typical" cross section of their industry group. However, users should note that data reported in some year brackets may be based on relatively small numbers of individual salaries and, therefore, should be used with caution. Industrial salaries tend to vary considerably by supervisory status, degree level, and region, so salary patterns may be influenced by the interaction of variables whose effect is impossible to separate without detailed analysis beyond the scope of this report.

The Engineering Manpower Commission is always interested in improving its survey coverage. If your company would like to be considered for participation in future surveys, please write to Engineering Manpower Commission, 345 East 47th Street, New York, N.Y., 10017 and ask to be put on our surveys list. We also welcome your comments regarding this report and your suggestions for improving future surveys and reports.

Patrick J. Sheridan
Manager
Manpower Activities

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ENGINEER'S SALARIES - SPECIAL INDUSTRY REPORT

Introduction

This survey is the fourteenth published to provide basic salary information on engineering graduates in the United States. Salaries are analyzed on the basis of experience, defined as the number of years since attaining baccalaureate degree. As in previous surveys, respondents were asked to submit separate breakouts of information for supervisory and non-supervisory engineers by three degree levels - bachelor's, master's, and doctor's.

Following past practice, data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median and mean salaries by years since baccalaureate degree.

It should be noted that salaries include base salary and regular allowances, but not overtime or other unpredictable payments. The survey was conducted between March and June 1980, therefore, the data represent salaries in effect during that period.

The purpose of this report is to show the present level of engineering salaries and, in addition, to indicate their trend over past years. Although this and previous surveys may not be exactly comparable because of changes in the participating groups, the size of the total sample and the consistency with which many companies and agencies have participated throughout the survey series leads us to believe that changes in the composition of the survey group have not materially altered reported medians.

In publishing these curves EMC is attempting to show only what prevailing salaries are, not what they ought to be. We recognize that salaries paid to individuals are, in the final analysis, affected by their specific duties and their effectiveness in performing them. These factors can be resolved only by the engineer and his employer. Therefore, EMC does not undertake to evaluate individual salary situations, nor to advise employers on the salaries they should pay for specific positions.

History of the Survey

Throughout its history, Engineers Joint Council, and now the American Association of Engineering Societies, has conducted studies related to the economic status of engineers. In 1949 EJC published "The Engineering Profession in Transition." Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950.

A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, "Employment, Education and Income of Engineers 1949-50 -- A Survey of Engineering Society Members of Full Professional Grade."

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the series "Professional Income of Engineers" was completed by EJC in 1953, the second in 1956. Initially the interval between surveys was three years. However, responding to requests for more frequent updating of the information, it was decided that surveys should be conducted biennally. In 1957 the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted surveys and published salary reports since 1958, including Special Industry Reports since 1966.

Coverage and Response

In all, 871 establishments participated in the 1980 survey (including government agencies and educational institutions) covering 135,313 engineering graduates. A complete distribution is shown on page 15. The enthusiastic response from employers of engineers makes the Engineering Manpower Commission's salary survey the most comprehensive in the United States from the point of view of engineers covered. We estimate that the survey produced data on about one quarter of the graduate engineers doing engineering or related work in the United States.

Survey Methodology and Timing

Salary figures were reported by employers on two forms designed to obtain information on earnings of all employed graduate engineers (see facsimile questionnaire forms at end of report). Form A was used for non-supervisory engineering graduates, while Form B covered those in supervisory positions. The supervisory group consisted of engineering graduates whose supervisory or managerial functions were of primary importance. The specific definition of this group depended upon the practice of each responding organization. Both forms allowed for separate tabulation of engineers by highest earned degree. All salary information, however, was reported in relation to the year of baccalaureate degree as a measure of experience.

Questionnaires were mailed in March 1980 to our regular list of employers. One follow-up mailing to non-respondents was made. Replies were accepted until mid-June. Salaries reported were those in effect March 1, 1980.

Survey participants were asked to submit salary information based on baccalaureate year wherever possible. Some organizations, however, were able to supply data only on the basis of age. In such cases age 22 was considered the equivalent year of baccalaureate. All returns were carefully edited before keypunching, and checks were made throughout the data processing to insure accuracy of the results. Because there are always a few individuals whose degree and salary patterns differ widely from the norm, inclusion of their data in the report may occasionally produce a non-typical curve, particularly in the case of small samples.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile, and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th one in the $17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or $200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore, the data presented in this report are based on four-parameter smooth curves calculated by a least squares method. Each curve has the form y = ax2 + bx + c, with y equal to the reciprocal of salary and x = (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters a, b, c, and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. In the summation the differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing or supervisorys apparently receiving lower salaries than non-supervisors. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

Method of Presentation

Curves and tables for the Special Industry Report are grouped under various categories, starting with the broadest possible grouping of All Industry combined. This in turn is broken down into All Manufacturing Industry and All Non-Manufacturing Industry. Each of these is further subdivided into several major groupings of related industries and finally individual industries are shown to the extent consistent with the data. This arrangement allows us to provide the maximum usable detail from the survey.

Users should consult the table of contents, in which the industry groups are arranged in hierarchical order, and select the group most closely corresponding to their own business. A tabulation of industry groups is also shown. Where an industry response rate was not representative, the data are grouped in the Miscellaneous Manufacturing category.

Data for selected industry groups are presented in the form of plotted curves with either one or two charts per page. These plotted curves also appear in the report Professional Income of Engineers-1980, which is a simplified version of this Special Industry Report. Each set of curves is defined according to the industry group, supervisory, degree level or geographical region covered. Respondents constituting each industry group are listed in the Appendix. This enables users to determine whether their own organization is reasonably comparable with the group covered by the curves.

Below each set of curves are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted and normally differ little from the median) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their own employees is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $51,000 or below $14,000, which were the limits established by the questionnaire form. The plotted curves and data tables are terminated where they go beyond these limits. Data for more detailed groups not covered by the plotted curves are presented in the form of tables only, in order to save space.

To protect the data provided by individual respondents, we require that there be at least five employers in an industry group before salary curves are produced. The confidentiality of individual salary schedules is protected at all times.

Master's degree salaries normally do not become applicable until at least one year after the BS degree. Similarly, doctor's degree salaries usually do not apply until about three years after the BS. Data for fewer years after the BS, where they may appear in some tables, should be ignored as unreliable.

Effect of Inflation

The Consumer Price Index[1] increased 209.1 percent since 1953 when the Engineering Manpower Commission conducted its first survey of professional engineering salaries. The following table shows the annual change since 1953 in the CPI using a base of 1967 equal to 100 percent. The change from July, 1979 to July, 1980 was 13.1 percent.[2]

Consumer Price Index (1)

Year	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962	1963	1964	1965	1966
Index	80.1	80.5	80.2	81.4	84.3	86.8	87.3	88.7	89.6	90.6	91.7	92.9	94.5	97.2
Percent Change	0.8	0.5	-0.4	1.5	3.6	2.7	0.8	1.6	1.0	1.1	1.2	1.3	1.7	2.9

Year	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980
Index	100.0	104.2	190.8	116.3	121.3	125.3	133.1	147.7	161.2	171.1	182.6	196.7	218.9	247.6
Percent Change	2.9	4.2	5.4	5.9	4.3	3.3	6.2	11.0	9.1	5.4	6.7	7.7	11.3	13.1

Total % Increase 1953-1980 - 209.1

(1) Source: The Consumer Price Index for all Urban Consumers.

(2) Annual Change - July-July.

Inflation has taken its toll on engineering salaries over the years. Its effect has been devastating particularly in recent years with a return to double digit inflation in 1979 and 1980.

Although the average engineer hired in 1953 received about 777 percent in salary increases over the 1953 salary base, these increases in real dollars (purchasing power) amounted to 184 percent. Averaged over the 27 year span from 1953 to 1980 the real dollar increase amounted to 6.85 percent per year. This and similar statistics for varying lengths of experience are shown in the chart below:

ANALYSIS OF LIVING COST EFFECT
ON ENGINEERING SALARIES
FROM START DATE TO PRESENT

Yr. Started As An Engineer	No. Yrs. Exp. To 1980	Start Rate		1980 Rate		Percent Increase	
		Current $	Constant* $	Current $	Constant* $	Current Dollars	Constant* Dollars
1953	27	4,050	5,056	35,500	14,338	777	184
1958	22	5,850	6,740	34,700	14,014	493	108
1964	16	7,300	7,858	32,550	13,146	346	67
1970	10	10,500	9,028	28,650	11,571	173	28
1980	#	19,800	7,997				

* Based on 1967 = 100%.
# Less than one year.

Start rates have increased at an annual rate of more than 14 percent since 1953. In terms of real dollars this amounted to a little more than two percent annually over the 27 year period.

During the decade of the seventies start rates increased 8.9 percent annually. In spite of this substantial increase, the engineer who started in 1980, with a salary 89 percent higher than the new engineer of 1970 when he started, has in fact eleven percent less in purchasing power.

All time frames were not the same as far as the effect of inflation on engineers salary is concerned. In the decade of the sixties, the experienced engineer who started in 1953 received a 94.4 percent increase in salary and was able to hold onto almost half the increase since it resulted in a 48.2 percent increase in purchasing power based on 1967 dollars. The engineer who started in 1953 did not fare as well in the decade of the seventies when 106.4 percent was granted in salary increases with a resultant 3 percent loss in purchasing power, again based on 1967 dollars. Similar statistics are shown for engineers starting in 1958, 1964 and 1970 in the table below. The fact that increase percentages are different depending on the year started, reflects financial recognition of continued growth on the steep slope of the engineering salary curve until an experience plateau is reached.

ANALYSIS OF LIVING COST EFFECT
ON ENGINEERING SALARIES
BY DECADE

Yr. Start As An Engineer	No. of Years Exp.-1980	PERCENT INCREASE					
		Start Date to 1960		1960 to 1970		1970 to 1980	
		Current $	Constant $	Current $	Constant $	Current $	Constant $
1953	27	118.5	97.0	94.4	48.2	106.4	(3.0)
		(7 years)					
1958	22	26.5	23.8	97.8	50.9	137.0	11.3
1964	16			80.1	43.9	147.5	16.3
				(6 years)			
1970	10					172.9	28.2

Explanation of Charts and Tables

Most of the industry group headings are self-explanatory, but the following warrant further explanation:

All Industry, All Manufacturing and Non-Manufacturing Industry. These major groups should be used as the best indicator of engineering salaries in industries that are not covered separately.

Weighted National Averages. These unique curves were generated by weighting each employment area according to our best estimate of the total engineering population in that area, based on available national data. This method compensates for the different response rates from the various employment areas and thus provides the best over-all indicator of salary patterns for all engineers in the entire United States. Salaries of engineers in education are included only on a 12-month basis to insure consistency with salaries in industry and government.

Other Weighted Groups. The following groups were weighted to insure that no single employer was responsible for more than half of the data: Petroleum, Machinery, Metals, Basic, Engineering Services, Rubber & Plastics Products, Electronic Equipment, Shipbuilding, Paper Prod, Research Labs. The actual number of engineers reported is indicated for each group in addition to the weighted total on which the curves were based.

Large Industrial Employers. Respondents reporting 5000 or more employees.

Medium Industrial Employers. Respondents reporting between 500 and 5000 employees, manufacturing industries only.

Small Industrial Employers. Respondents reporting fewer than 500 employees, manufacturing industries only.

Aerospace. This group consists of Aircraft Manufacturers plus selected respondents in other groups whose product or service is closely related to the Aerospace Industry, as designated in the Appendix.

Mechanical Equipment Industry. This group consists of Instruments, Machinery and Metal Products - Fabricated.

Petroleum. This group consists of Oil Companies, Gas Producers, Pipelines and Oilfield Service Companies, as designated in the Appendix.

Miscellaneous Manufacturing. This group consists of Automotive and Railroad Equipment, Shipbuilding, Ceramic Products, Rubber and Plastic Products - Fabricated and Textile Products.

Other Manufacturing. This group includes Food, Paper & Wood Products and Miscellaneous Manufacturing Companies.

Research & Development. This group consists of the respondents listed as Research Laboratories, and research organizations from other industry groups, as indicated in the Appendix.

Regional Breakdowns. These data tables represent all industry and government employers in each of the eight census regions defined on page 163. Educational institutions have not been counted in these special groups.

Definitions

In the interest of uniformity of understanding, the following definitions are used in the EMC salary surveys:

(1) Salary -- Base salary paid by employers before deductions, and allowances including cost-of-living-differential, if any. Unpredictable payments for overtime work, stock options, etc., are not to be included.

(2) Chart Data:

a. Median -- The point in any array of data above and below which half of the series is located, that is, the midpoint.
b. Quartile -
   Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.
   Lower Quartile: The point in any array of data above which three-quarters of the series is located and below which one-quarter of the series is located.
c. Decile --
   Upper Decile: The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.
   Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.

(3) Engineers -- those holding a minimum of a Bachelor's Degree in a recognized field of engineering.

(4) Years of Experience -- The number of years since the baccalaureate degree was awarded. This places the different degree levels on an approximately equal footing, because those engineers with advanced degrees start out with salaries substantially higher, but they are, of course, older.

(5) Supervisor -- Includes those whose duties are primarily supervisory or managerial, whether or not they are in a specific engineering position.

Identification of Respondents

All industrial respondents are listed in the Appendix to this report, grouped according to the principal categories in which their data are reported.

Survey Forms

Facsimiles of the forms used in this year's survey are reproduced in the Appendix.

Plotting Sheets for Individual Use

Blank charts identical to those used for the curves in this report are included in the Appendix to assist users in plotting special curves for their own use.

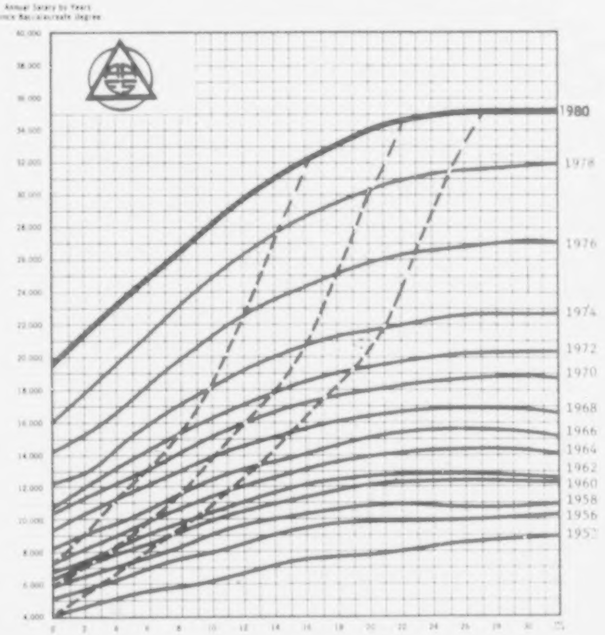
DISTRIBUTION OF SURVEY RESPONSE

	Number of Respondents	Number of Engineers	Percent of Total
All Industry	553	112938	83
All Manufacturing Industry	333	64480	48
Aerospace*	21	10500	8
Chemicals	63	14261	11
Electrical Equipment	17	1082	-
Electronic Equipment	47	16788	12
Food	15	625	-
Instruments	13	2041	2
Machinery	36	3968	3
Metals, Basic	5	353	-
Metal Products - Fabricated	52	5031	4
Paper & Wood	10	992	-
Petroleum*	17	5281	4
Miscellaneous Manufacturing	37	3558	3
All Mon-manufacturing	220	48458	36
Communications	6	501	-
Construction	15	2322	2
Consultants, Engineering & Arch.	65	10861	8
Engineering Services, Other	11	823	-
Electric Utilities	51	16830	12
Gas Utilities & Pipelines	17	1661	1
Mining	7	353	-
Research Organizations*	37	14069	10
Miscellaneous Non-manufacturing	11	1038	-
Education	291	11907	9
All Government	41	10468	8
Federal	5	5328	4
State	15	4080	3
Local	21	1060	-
Total, All Respondents	885	135313	100

Notes: All percentages are rounded off to the nearest percent. Education and Government data are not included in the Special Industry Report except for the Weighted National Average Curves and tables.

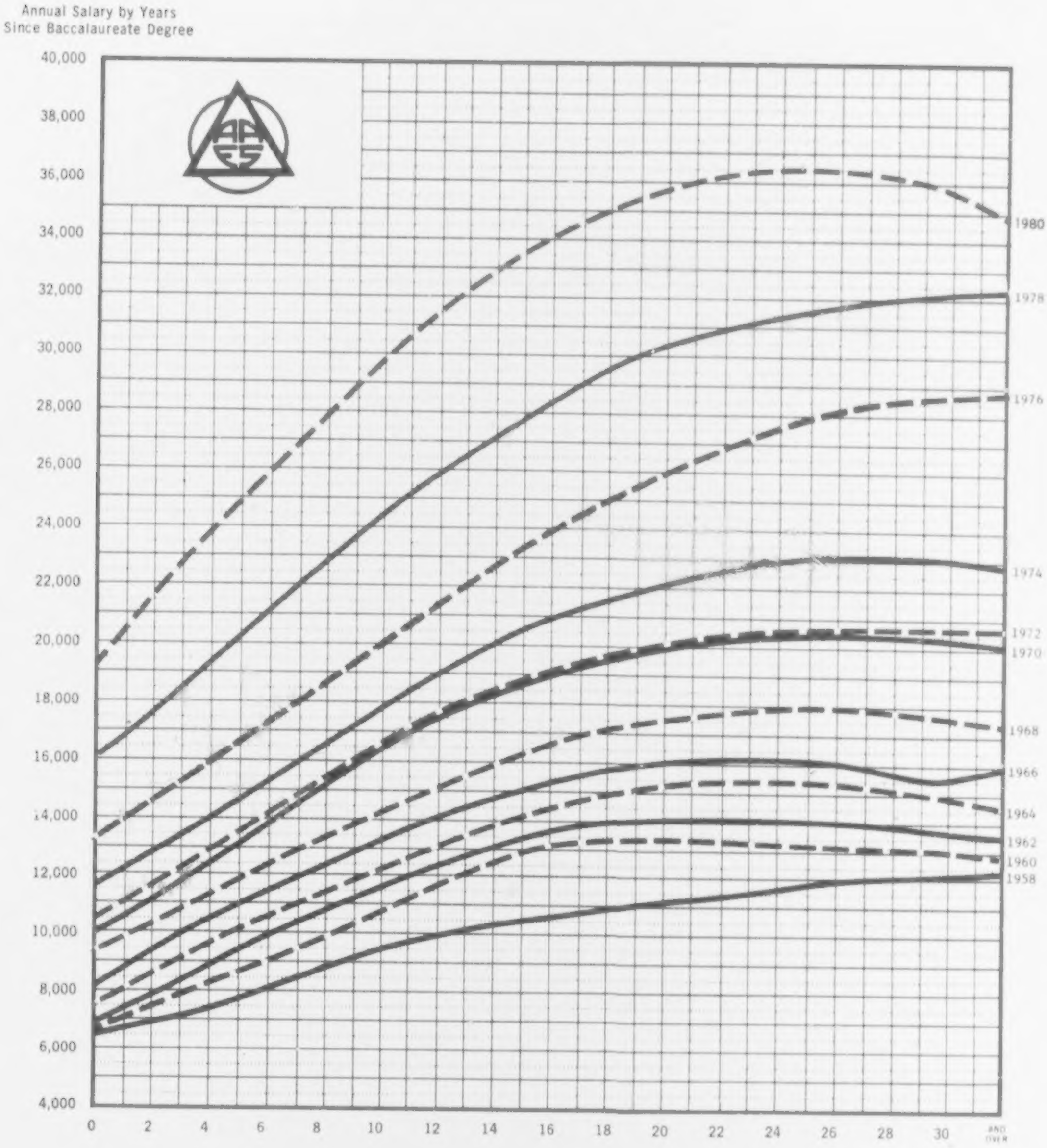
*In addition to the numbers listed, the following respondents from other primary groups were included in these groups for purposes of developing salary statistics: Aerospace-2, Petroleum-18, All R&D-22. See Appendix for list of respondents by employment group.

TRENDS IN MEDIAN SALARIES OF ENGINEERS, 1953-1978



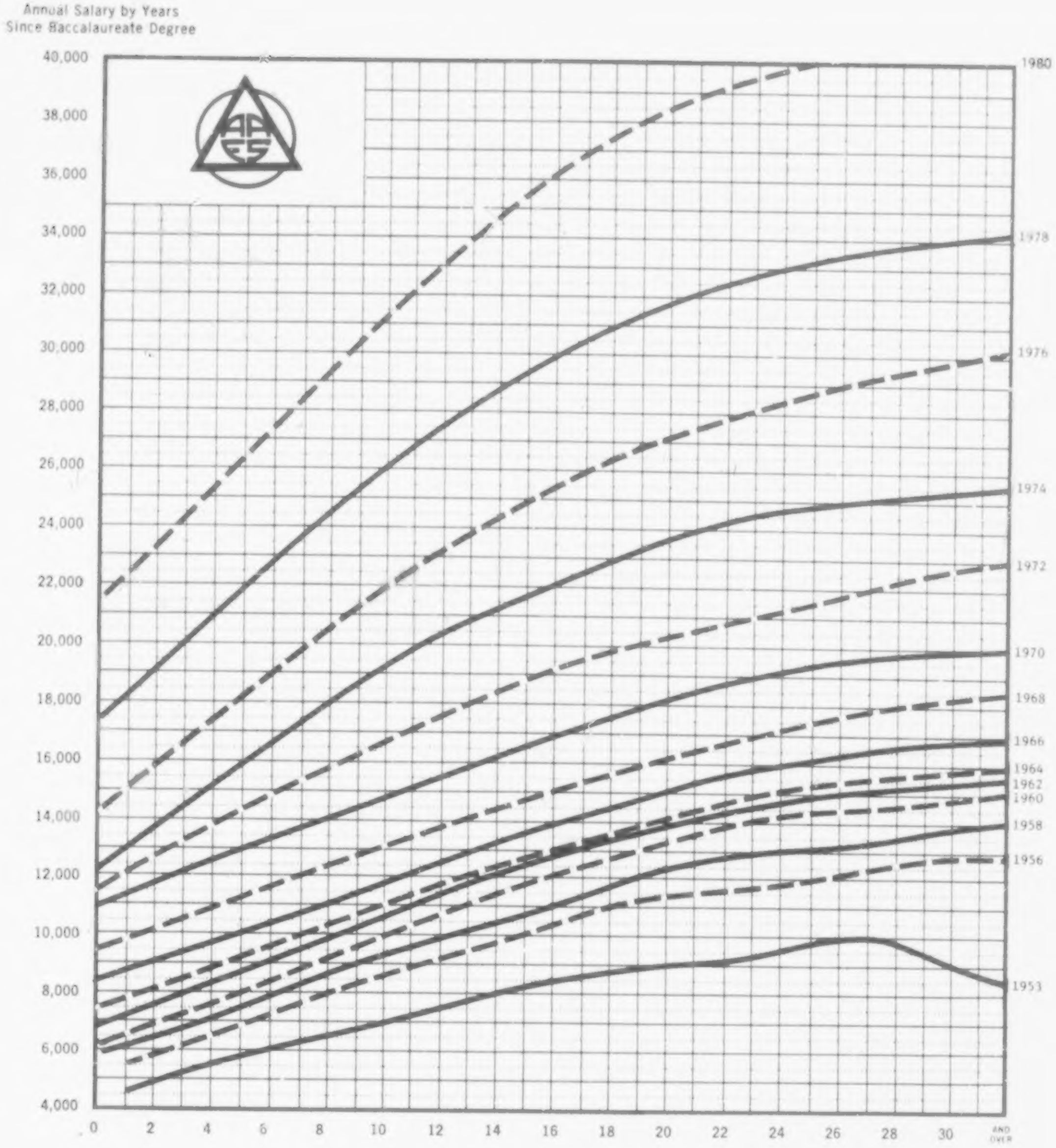
Years Since B.S.	0	2	4	6	8	10	15	20	25	30
Median ($) 1980 Avg % Increase 1978 80	19600 11 0	21450 10 3	23300 9 3	25150 8 5	26950 8 0	28600 7 5	31882 6 3	33983 5 6	35066 5 7	35211 5 2
Median ($) 1978 Avg. % Increase 1976-78	16050 6.3	17800 8.6	19650 9.0	21500 8.3	23250 8.6	24900 8.3	28350 9.3	30600 9.3	31500 9.0	31900 8.4
Median ($) 1976 Avg. % Increase 1974-76	14250 8.6	15200 9.4	16650 7.4	18450 8.4	19850 8.0	21350 8.7	23900 8.6	25800 9.7	26700 9.3	27350 10 4
Median ($) 1974 Avg. % Increase 1972-74	12150 6.8	12800 3.3	14500 5.1	15800 5.4	17100 5.5	18200 5.7	20400 6.5	21600 6.0	22500 5.7	22650 5.5
Median ($) 1972 Avg. % Increase 1970-72	10700 1.0	12000 3.3	13150 3.9	14250 4.2	15400 4.0	16350 3.8	18050 3.7	19300 4.2	20200 4.3	21400 4.3
Median ($) 1970 Avg. % Increase 1968-70	10500 5.8	11250 4.3	12200 4.2	13150 3.9	14250 4.8	13200 4.9	16800 4.9	17800 4.6	18600 5.2	18800 5.8
Median ($) 1968 Avg. % Increase 1966-68	9400 6.3	10350 7.5	11250 7.7	12200 7.0	13000 6.0	13850 5.4	15300 5.6	16300 4.2	16850 3.8	16850 4.5
Median ($) 1966 Avg. % Increase 1964-66	8350* 7.2	9000 5.5	9750 4.5	10700 3.8	11600 4.5	12500 4.8	13750 3.7	15050 4.1	15650 4.5	15450 4.2
Median ($) 1964 Avg. % Increase 1962-64	7300 4.0	8100 4.7	8950 3.6	9950 5.0	10650 4.6	11400 4.8	12800 3.8	13900 4.7	14350 5.8	14250 6.1
Median ($) 1962 Avg. % Increase 1960-62	6740 3.5	7400 2.1	8350 3.5	9050 3.6	9750 2.7	10400 2.8	11900 4.1	12700 2.7	12850 1.8	12700 1.4
Median ($) 1960 Avg. % Increase 1958-60	6300 3.8	7100 5.0	7800 5.7	8450 4.9	9250 5.4	9850 4.1	11000 5.0	12050 5.8	12400 7.7	12350 6.7
Median ($) 1958 Avg. % Increase 1956-58	5850 8.5	6450 6.6	7000 5.1	7700 5.0	8350 4.9	9100 8.3	10000 3.5	10800 5.1	10750 4.8	10900 3.4
Median ($) 1956 Avg. % Increase 1953-56	5000 7.7	5700 8.0	6350 8.6	7000 8.7	7600 10.7	7800 8.6	9350 8.8	9800 8.8	9800 5.1	10200 6.4
Median ($) 1953	4050	4600	5050	5550	5750	6200	7400	7750	8500	8850
Total % Increase 1953-74	200	178	187	185	197	194	176	179	165	165

AEROSPACE INDUSTRY MEDIANS
FOR PREVIOUS YEARS



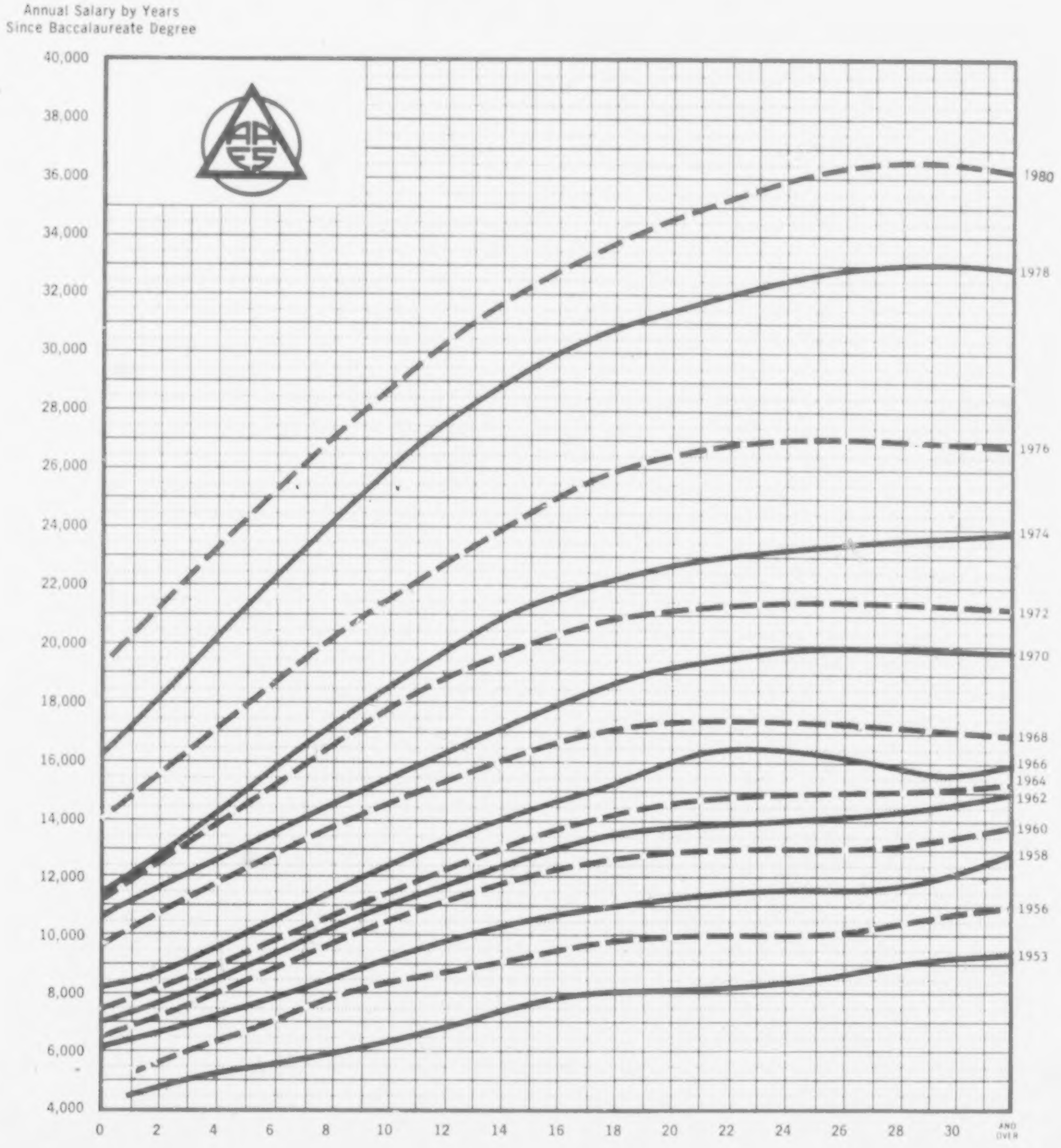
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

CHEMICAL INDUSTRY MEDIANS
FOR PREVIOUS YEARS



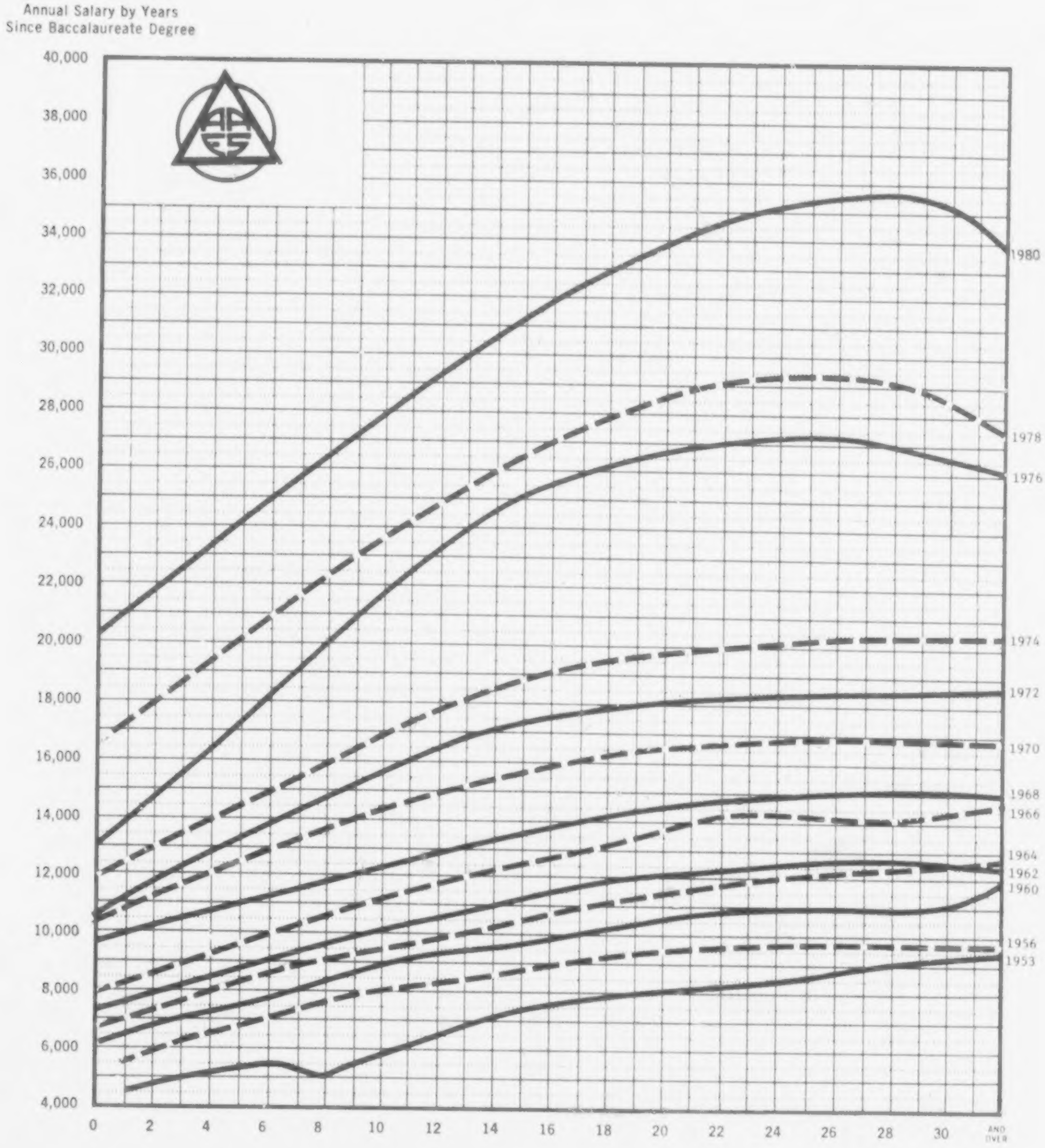
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

ELECTRICAL AND ELECTRONIC INDUSTRY MEDIANS FOR PREVIOUS YEARS



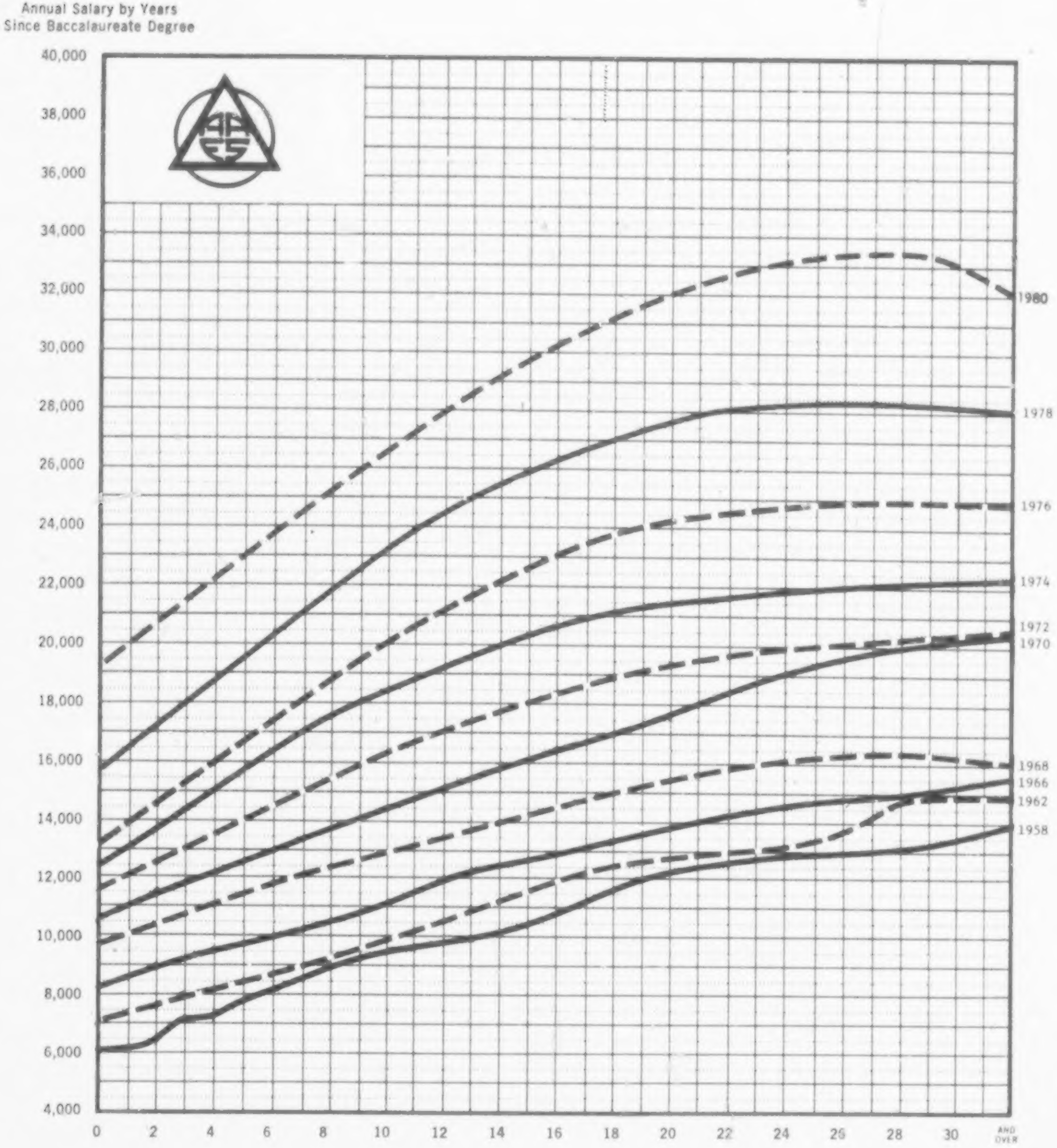
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

MACHINERY MANUFACTURING
INDUSTRY MEDIANS
FOR PREVIOUS YEARS



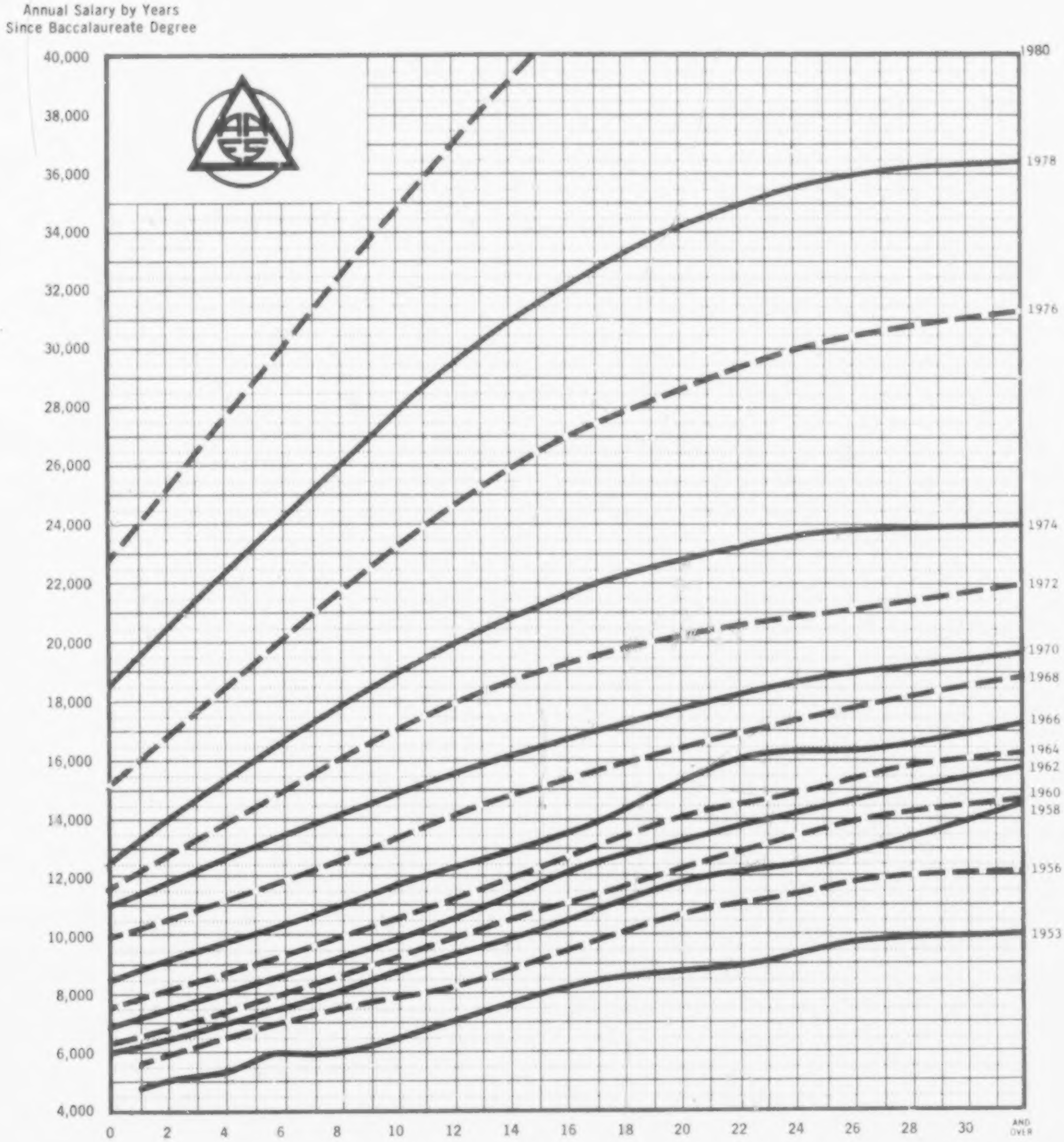
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

METALS INDUSTRY MEDIANS
FOR PREVIOUS YEARS



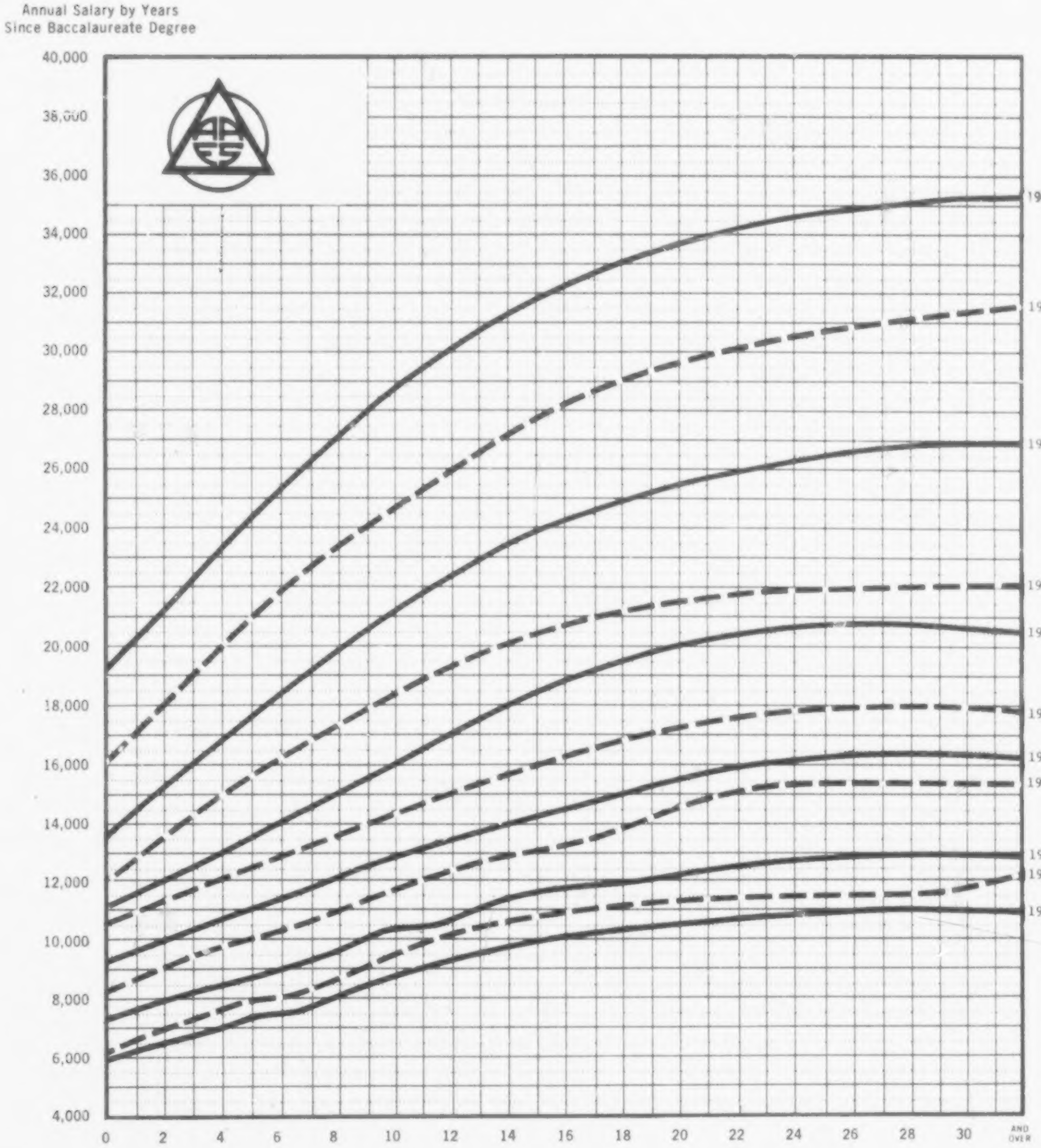
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

PETROLEUM INDUSTRY MEDIANS
FOR PREVIOUS YEARS



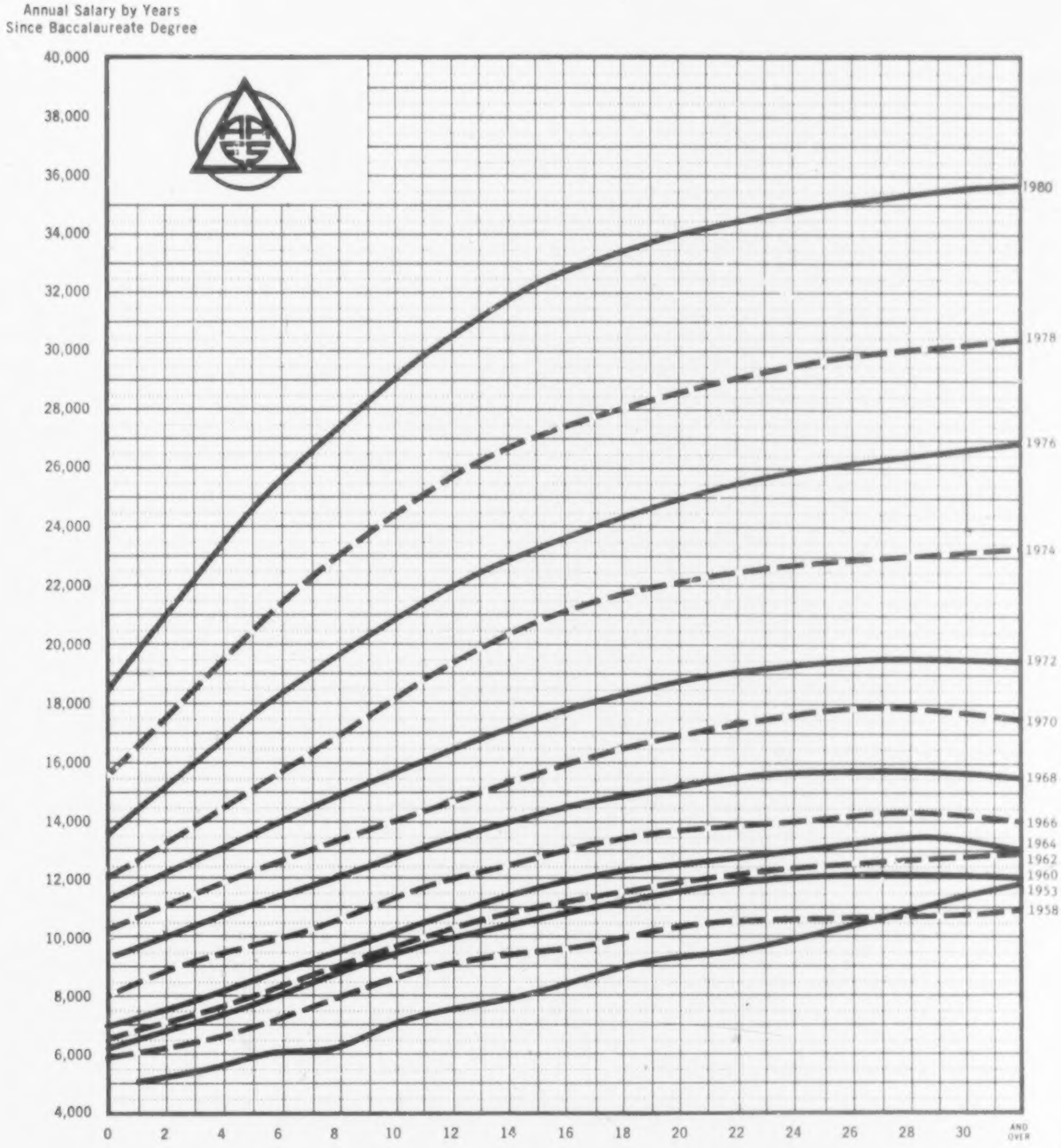
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

CONSTRUCTION INDUSTRY MEDIANS
FOR PREVIOUS YEARS



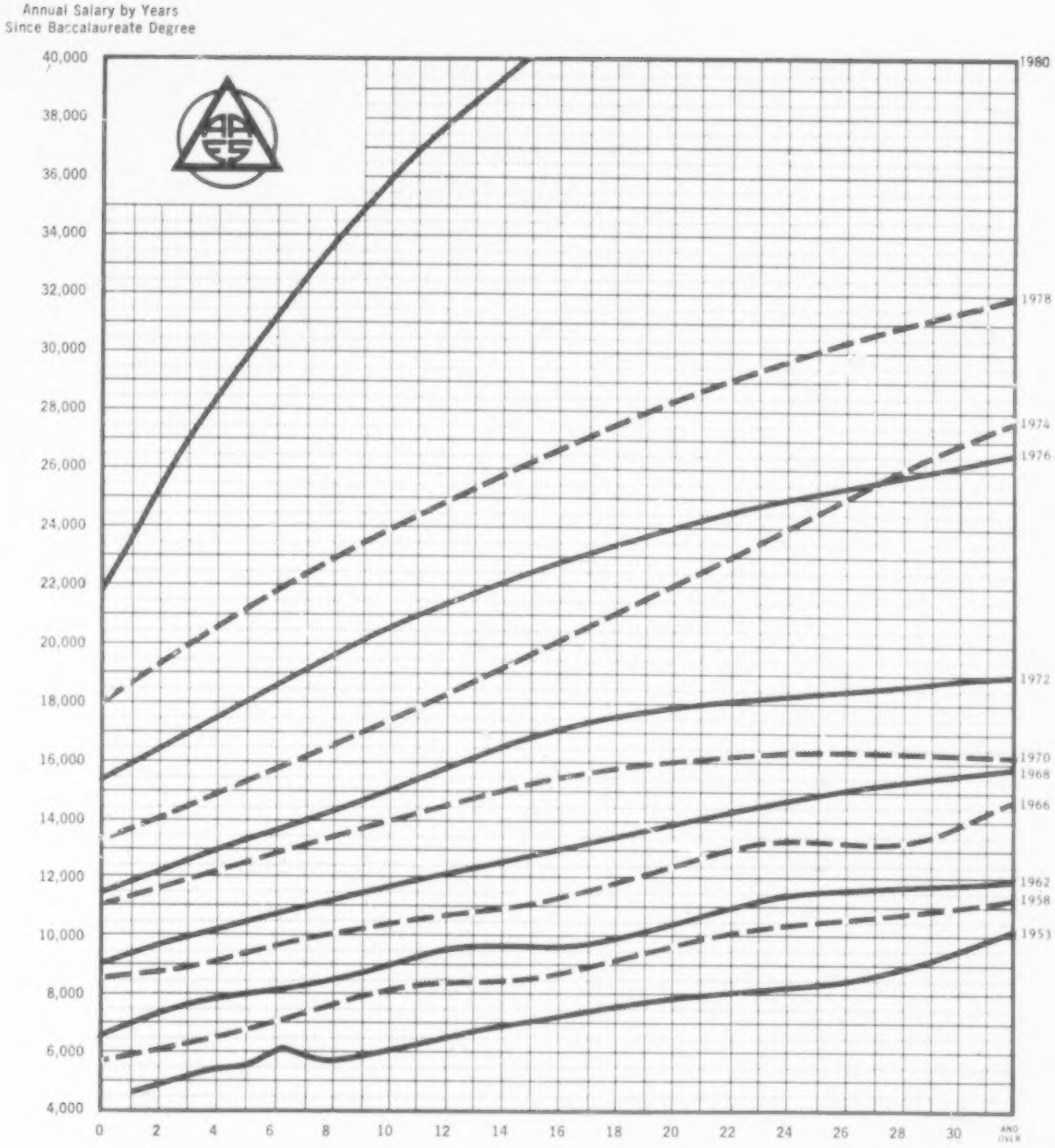
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

ENGINEERING AND CONSULTING SERVICES MEDIANS FOR PREVIOUS YEARS



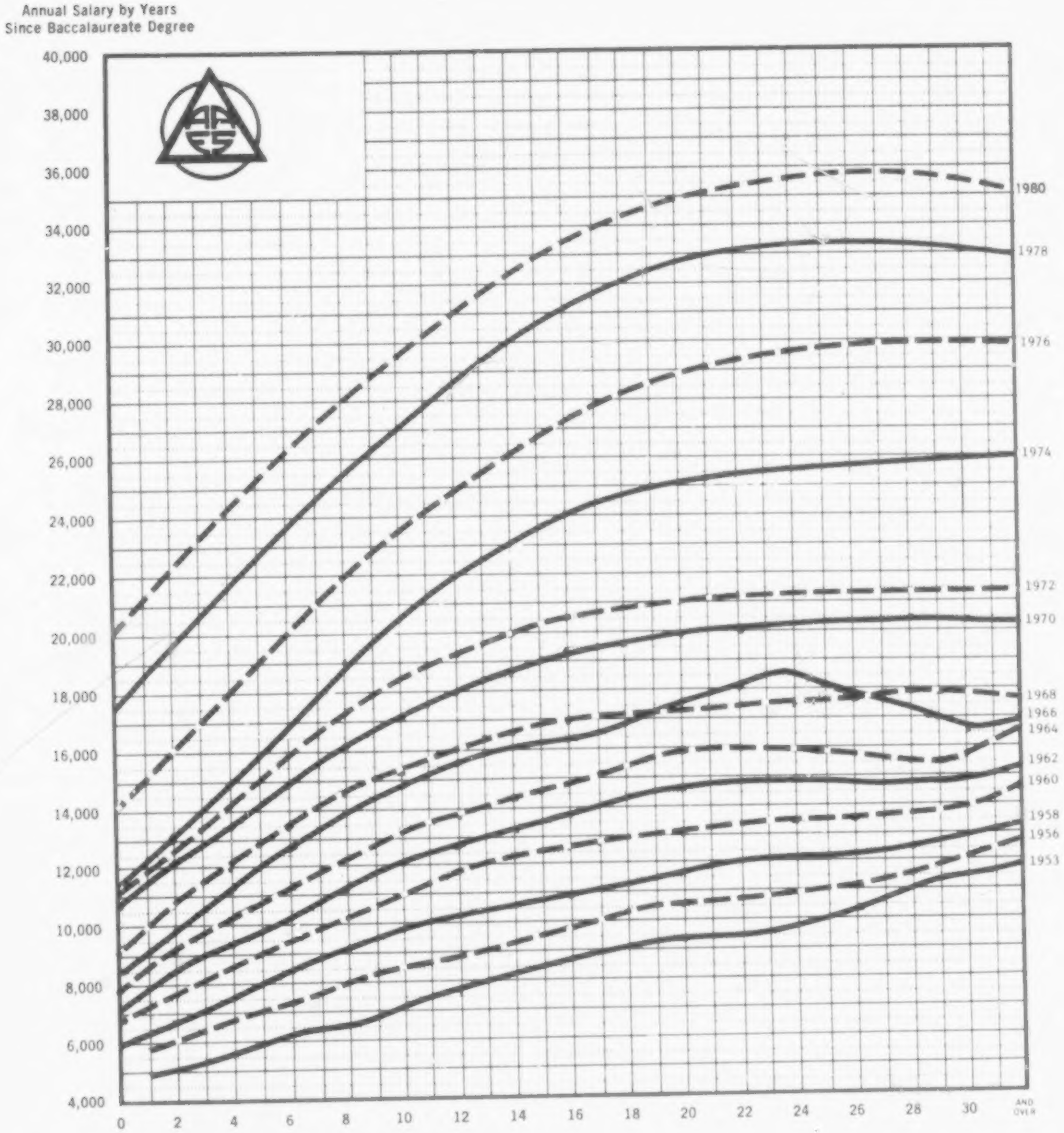
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

MINING INDUSTRY MEDIANS
FOR PREVIOUS YEARS



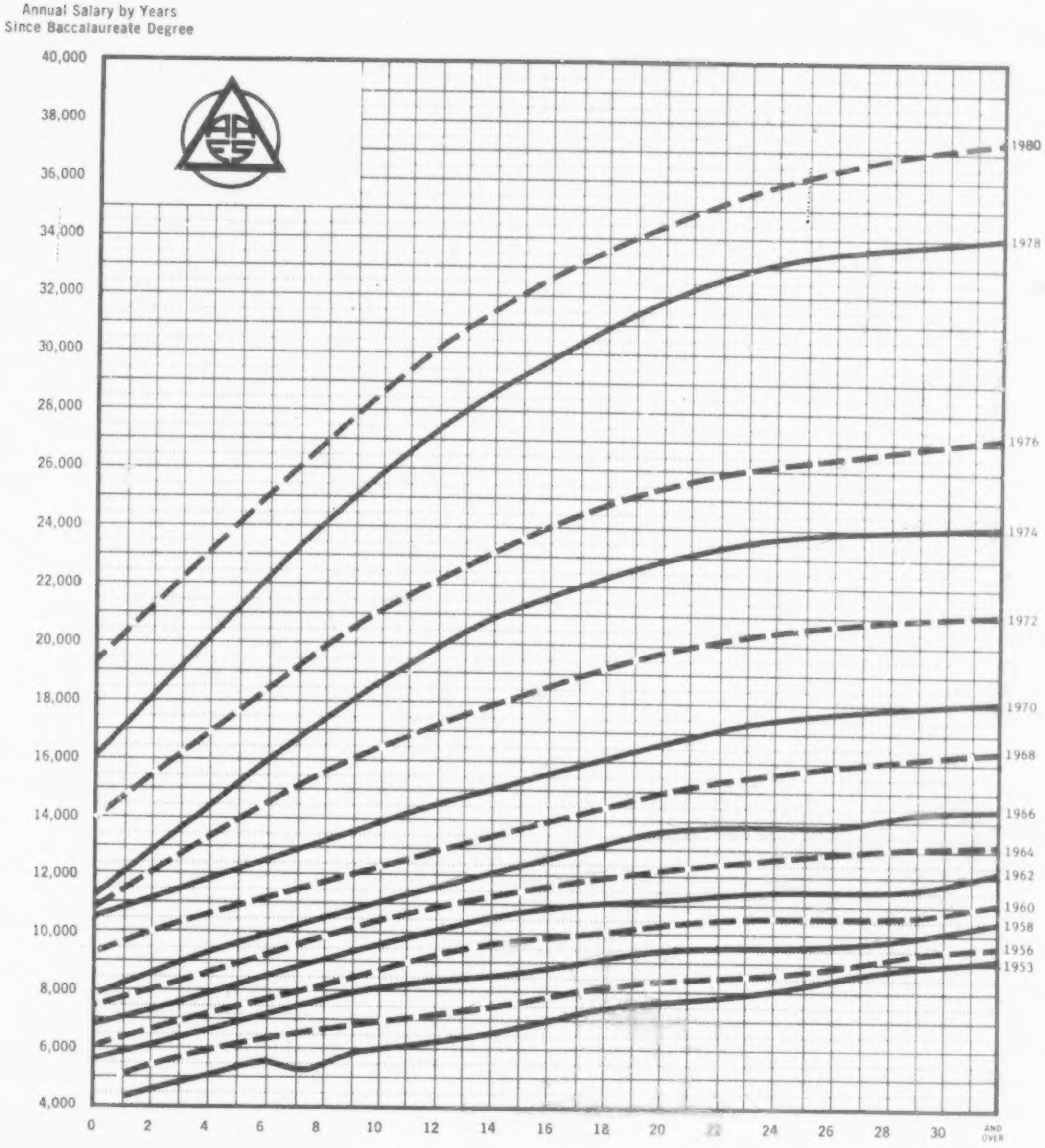
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

RESEARCH & DEVELOPMENT MEDIANS
FOR PREVIOUS YEARS



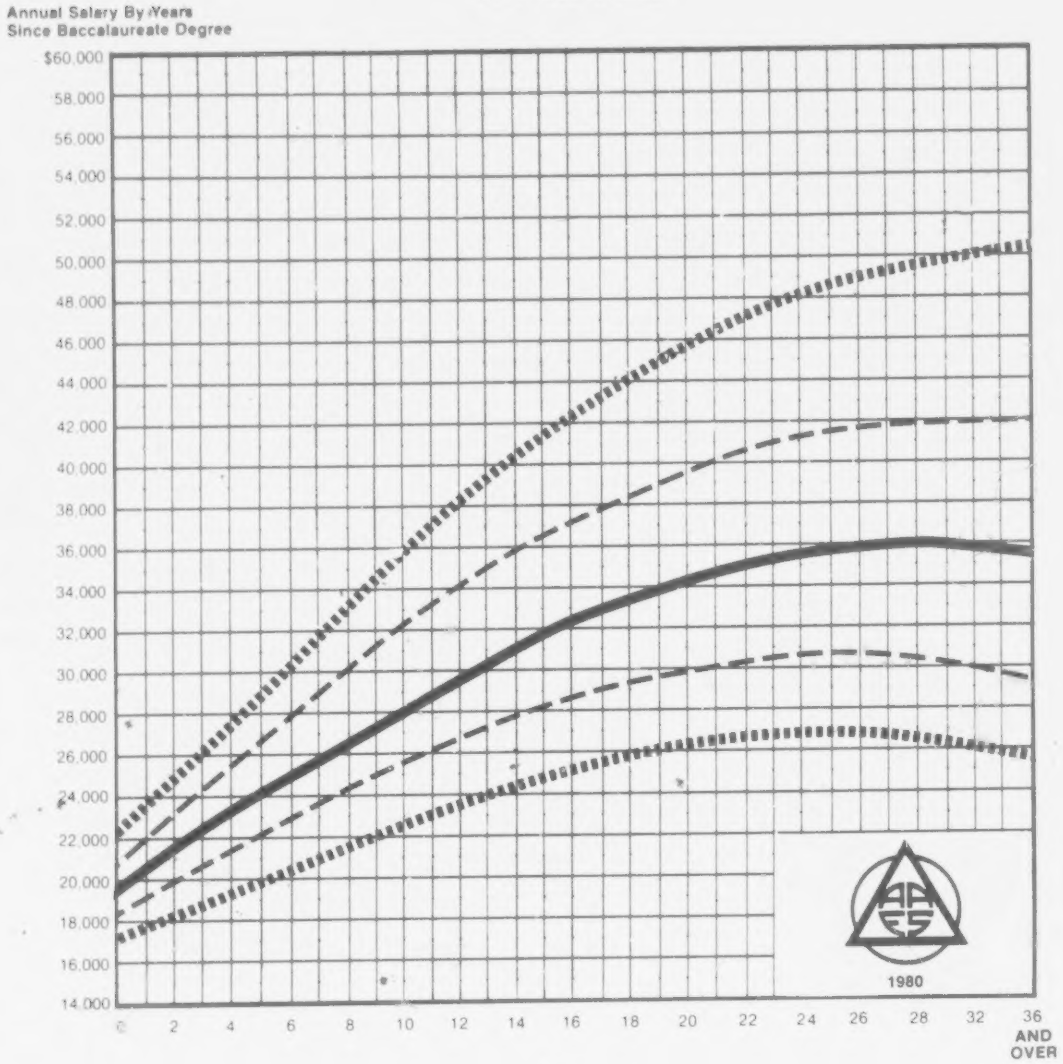
Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

UTILITIES MEDIANS
FOR PREVIOUS YEARS



Note: Salary figures have been taken from the EMC "Professional Income of Engineers" report for each year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves prior to 1968 are based on raw data. (See explanation of curve smoothing under Introduction.) Trends may be estimated by reading figures directly from the curves.

WEIGHTED NATIONAL AVERAGE
ALL ENGINEERS



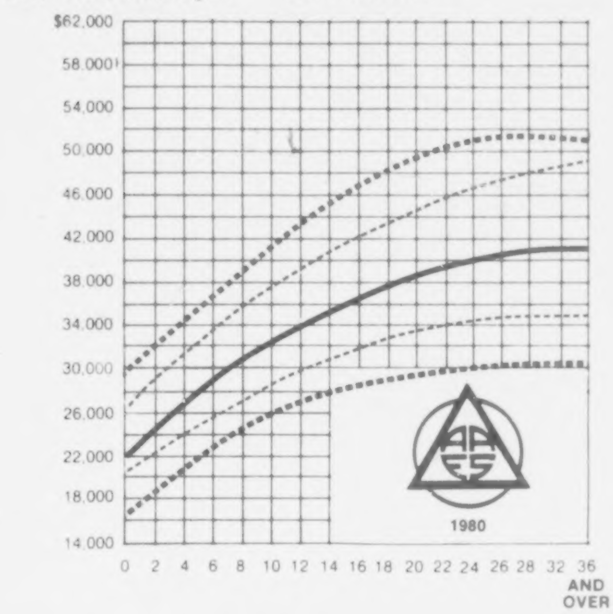
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22450	23850	25250	26700	28150	29600	31050	32450	33800
UPPER QUARTILE	20800	22000	23250	24450	25650	26850	28050	29200	30300
MEDIAN	19600	20500	21450	22400	23300	24250	25150	26050	26950
LOWER QUARTILE	18400	19150	19850	20600	21350	22050	22800	23500	24150
LOWER DECILE	17300	17900	18450	19050	19600	20150	20700	21250	21750
MEAN	19800	20800	21750	22750	23750	24700	25700	26600	27550
TOTAL NUMBER	13598	12688	11929	10231	10342	12149	11745	10830	10248
OVER $51000	0	0	0	0	1	0	4	9	16
UNDER $14000	44	28	16	21	24	29	13	34	20

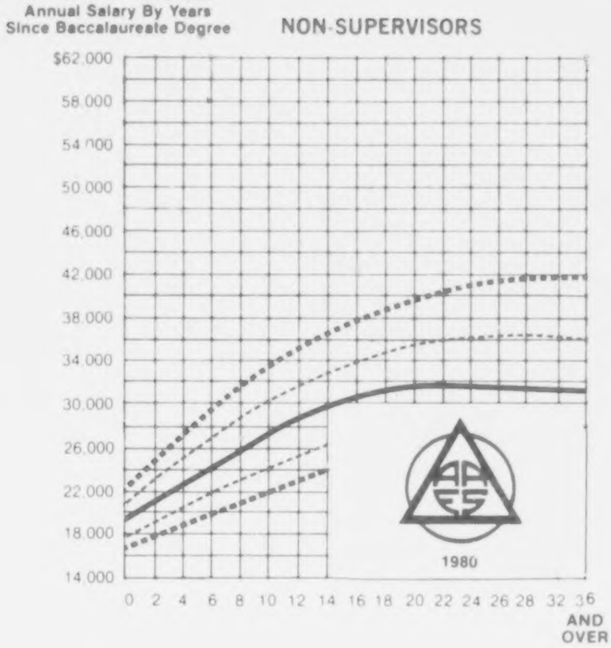
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36450	40000	42950	45300	47050	48350	49200	49900	50300
UPPER QUARTILE	32400	35100	37250	38900	40100	40950	41500	41900	42150
MEDIAN	28600	30750	32450	33700	34550	35000	35200	35200	35100
LOWER QUARTILE	25450	27100	28400	29300	29850	30050	30050	29850	29300
LOWER DECILE	22700	23900	24850	25450	25800	25900	25850	25600	25050
MEAN	29250	31450	33200	34450	35300	35850	36100	36250	36300
TOTAL NUMBER	31313	27932	25509	24280	20341	16542	22536	19991	17854
OVER $51000	107	234	628	994	1123	1120	1746	1904	1822
UNDER $14000	106	79	39	33	5	10	10	8	17

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — —
Median	▬▬▬▬
Lower Quartile	— — —
Lower Decile	▮▮▮▮▮▮▮▮

WEIGHTED NATIONAL AVERAGE





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29600	30800	32000	33200	34400	35600	36850	38050	39250
UPPER QUARTILE	26550	27550	28550	29550	30550	31550	32600	33600	34600
MEDIAN	22600	23600	24650	25700	26750	27750	28800	29750	30700
LOWER QUARTILE	20150	21100	22000	22950	23850	24750	25650	26500	27300
LOWER DECILE	16550	17750	18900	20050	21100	22100	23050	23950	24750
MEAN	23700	24650	25650	26600	27600	28550	29500	30450	31350
TOTAL NUMBER	141	247	381	495	686	1204	1501	1703	1791
OVER $51000	0	0	0	0	0	0	0	4	16
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41550	44700	47400	49450	50850	51650	51850	51500	50300
UPPER QUARTILE	36500	39250	41750	43850	45550	46850	47800	48600	49200
MEDIAN	32500	34850	36800	38250	39350	40100	40600	41000	41250
LOWER QUARTILE	28850	30800	32300	33450	34200	34700	35000	35200	35250
LOWER DECILE	26150	27750	28850	29550	30000	30300	30450	30500	30550
MEAN	33100	35400	37350	38850	39900	40600	41050	41250	41300
TOTAL NUMBER	7823	8819	9490	9921	8224	7096	9823	9139	7424
OVER $51000	99	221	599	921	1052	1054	1610	1731	1647
UNDER $14000	0	9	9	5	0	0	5	6	2

NON-SUPERVISORS

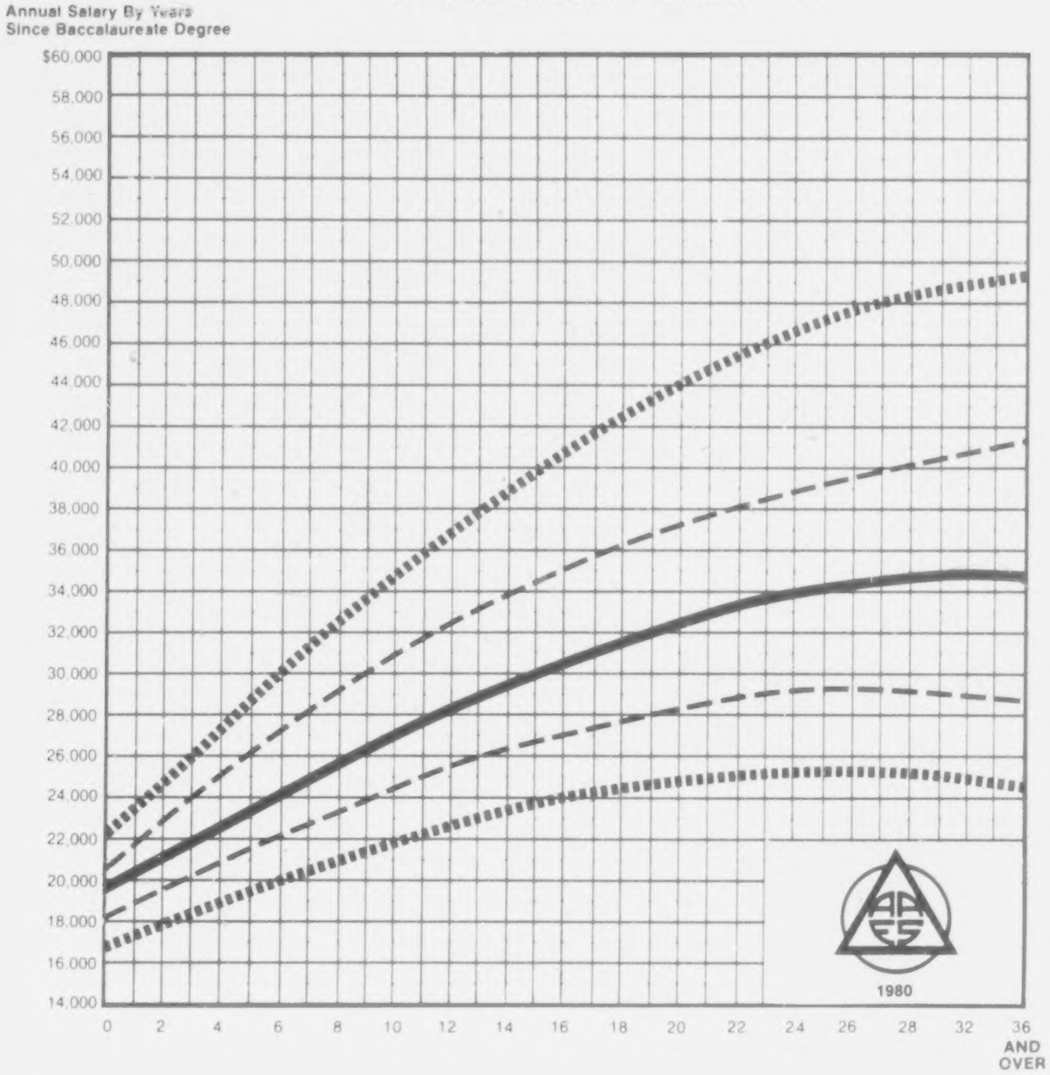
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22250	23650	25050	26400	27700	28950	30150	31250	32300
UPPER QUARTILE	20800	21950	23100	24200	25300	26350	27400	28350	29250
MEDIAN	19600	20500	21400	22250	23100	23950	24750	25550	26300
LOWER QUARTILE	18400	19150	19850	20550	21200	21900	22500	23150	23700
LOWER DECILE	17350	17900	18450	19000	19500	20000	20500	20950	21350
MEAN	19750	20700	21650	22550	23450	24300	25150	25950	26650
TOTAL NUMBER	13456	12440	11547	9736	9656	10945	10243	9126	8456
OVER $51000	0	0	0	0	1	0	4	4	0
UNDER $14000	44	28	16	20	24	29	13	34	20

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34200	36450	38100	39250	40050	40550	40850	41050	41100
UPPER QUARTILE	30900	32900	34300	35250	35800	36150	36350	36500	36550
MEDIAN	27650	29350	30550	31350	31800	31950	31950	31850	31650
LOWER QUARTILE	24750	26050	26950	27500	27750	27800	27700	27500	27100
LOWER DECILE	22150	23050	23700	24100	24300	24350	24300	24150	23900
MEAN	28000	29600	30700	31500	31950	32200	32350	32450	32450
TOTAL NUMBER	23490	19113	16019	14358	12116	9446	12713	10852	10430
OVER $51000	7	12	29	72	71	65	135	172	174
UNDER $14000	106	69	29	27	5	10	5	2	15

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	▬
Lower Quartile	- - - - -
Lower Decile	•••••••

WEIGHTED NATIONAL AVERAGE - BS



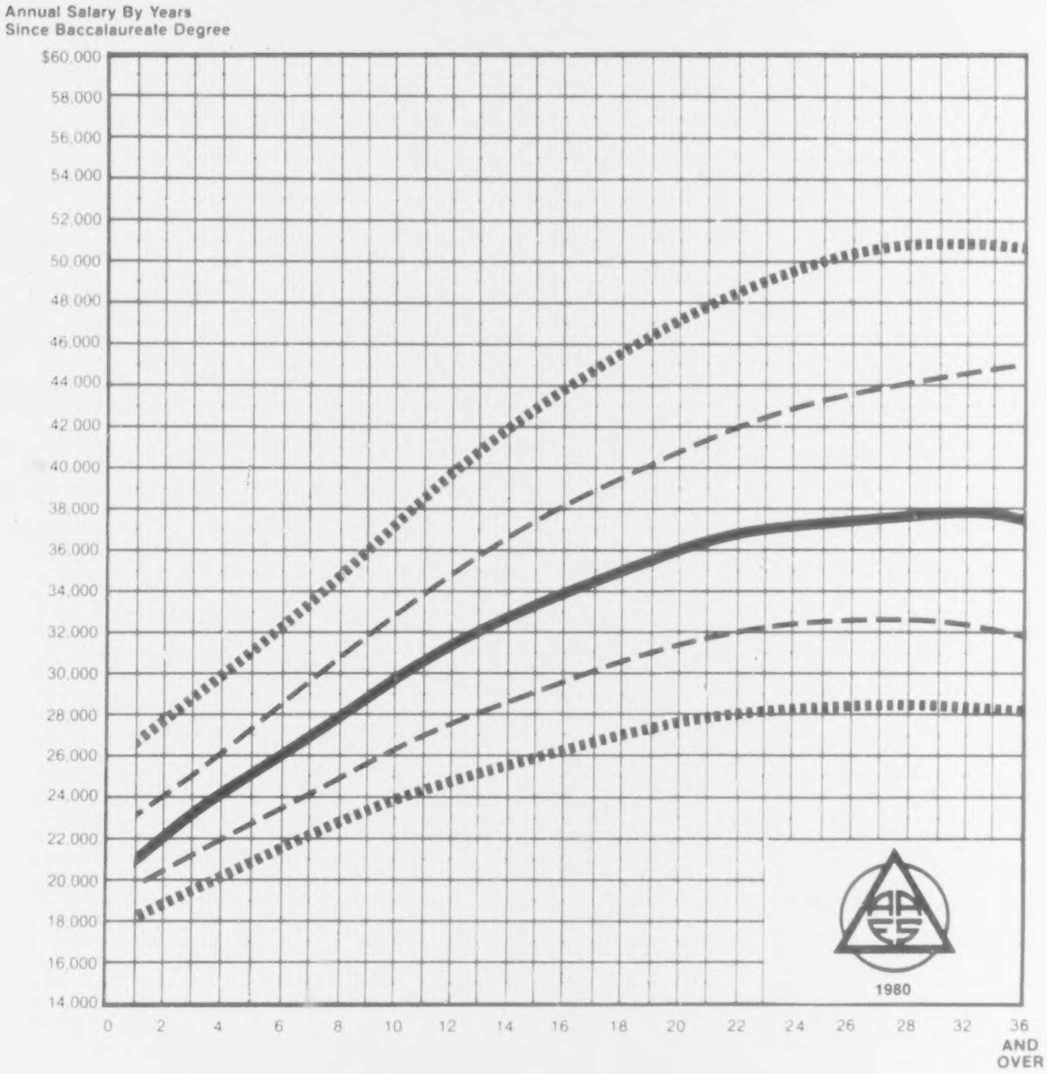
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22250	23550	24800	26100	27450	28750	30050	31350	32600
UPPER QUARTILE	20750	21850	23000	24100	25200	26300	27350	28400	29400
MEDIAN	19550	20400	21250	22100	22950	23800	24650	25450	26250
LOWER QUARTILE	18400	19050	19750	20400	21050	21700	22350	23000	23600
LOWER DECILE	17300	17850	18350	18850	19350	19850	20300	20800	21250
MEAN	19700	20600	21500	22400	23300	24150	25050	25900	26700
TOTAL NUMBER	13597	11313	9909	7739	7577	9028	8420	7533	6882
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	43	28	14	18	16	24	9	32	10

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35050	38400	41300	43700	45550	46950	47950	48800	49300
UPPER QUARTILE	31300	33850	35950	37550	38800	39700	40350	40850	41150
MEDIAN	27750	29750	31350	32550	33400	33950	34250	34450	34450
LOWER QUARTILE	24750	26300	27500	28400	29000	29300	29350	29200	28700
LOWER DECILE	22050	23150	24050	24700	25100	25300	25300	25150	24700
MEAN	28300	30350	32050	33350	34250	34900	35250	35500	35650
TOTAL NUMBER	20825	17366	16138	16310	14721	12285	17772	15932	14214
OVER $51000	36	97	280	482	648	731	1269	1278	1296
UNDER $14000	97	68	32	30	4	4	4	5	11

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	▬▬▬
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

WEIGHTED NATIONAL AVERAGE - MS



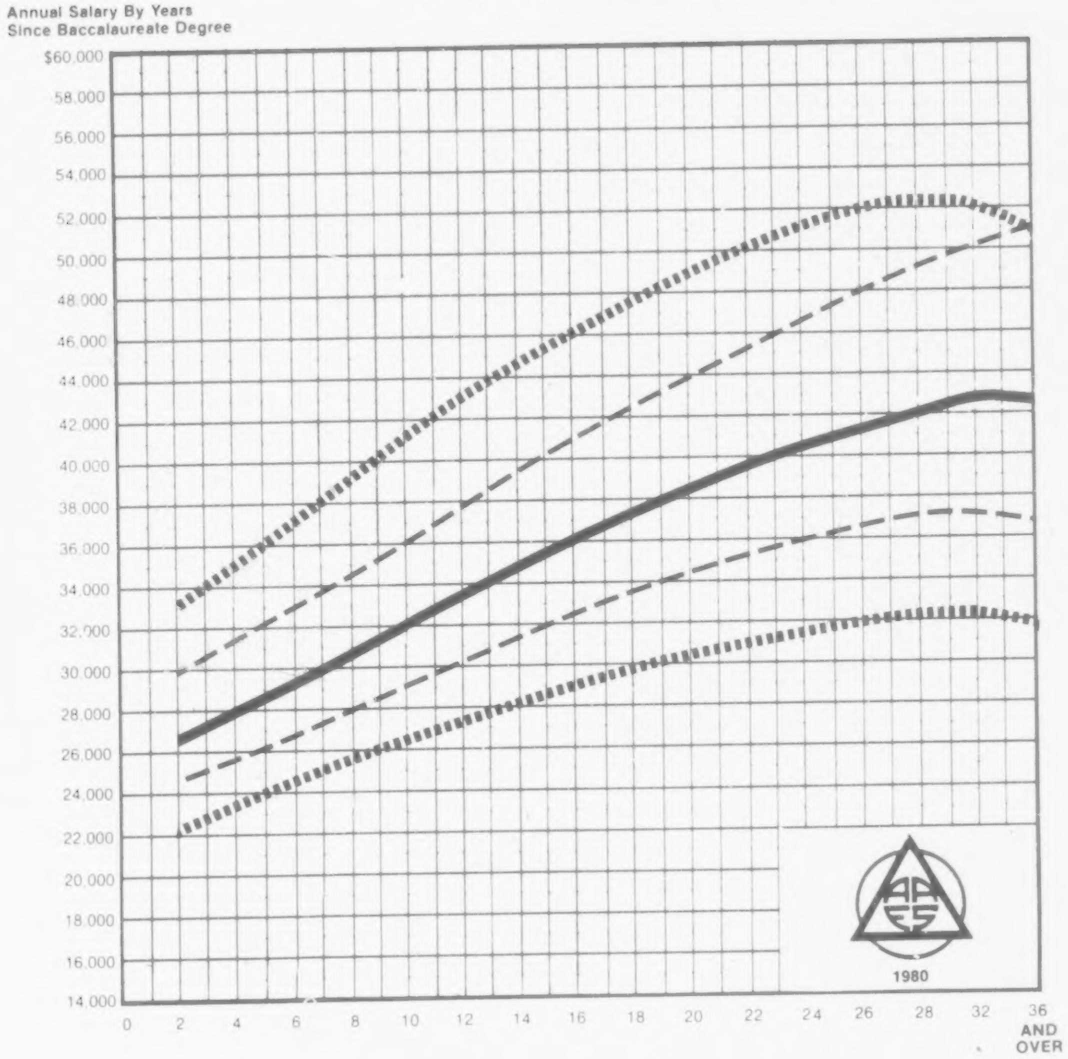
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26400	27550	28750	30000	31250	32500	33800	35050
UPPER QUARTILE	0	23400	24550	25700	26850	28000	29150	30250	31400
MEDIAN	0	21600	22500	23450	24350	25300	26250	27150	28050
LOWER QUARTILE	0	20350	21050	21750	22450	23150	23850	24550	25250
LOWER DECILE	0	18600	19250	19900	20550	21200	21800	22400	23000
MEAN	0	22200	23150	24100	25000	25950	26900	27800	28700
TOTAL NUMBER	0	1373	1877	2341	2529	2735	2958	2757	2787
OVER $51000	0	0	0	0	1	0	0	9	10
UNDER $14000	0	0	1	0	0	0	0	1	9

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37550	41150	44350	46950	48900	50150	50850	51000	50450
UPPER QUARTILE	33550	36450	38950	40850	42300	43300	43900	44350	44600
MEDIAN	29750	32100	34100	35600	36650	37350	37650	37800	37600
LOWER QUARTILE	26550	28400	30000	31250	32100	32600	32800	32600	31850
LOWER DECILE	24100	25500	26650	27450	27950	28250	28350	28300	28100
MEAN	30450	32850	34800	36350	37400	38100	38450	38550	38450
TOTAL NUMBER	8493	8055	6883	5942	4322	3345	4020	3273	2800
OVER $51000	44	90	237	370	304	289	335	442	359
UNDER $14000	1	4	4	0	0	4	6	2	4

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

WEIGHTED NATIONAL AVERAGE - PHD



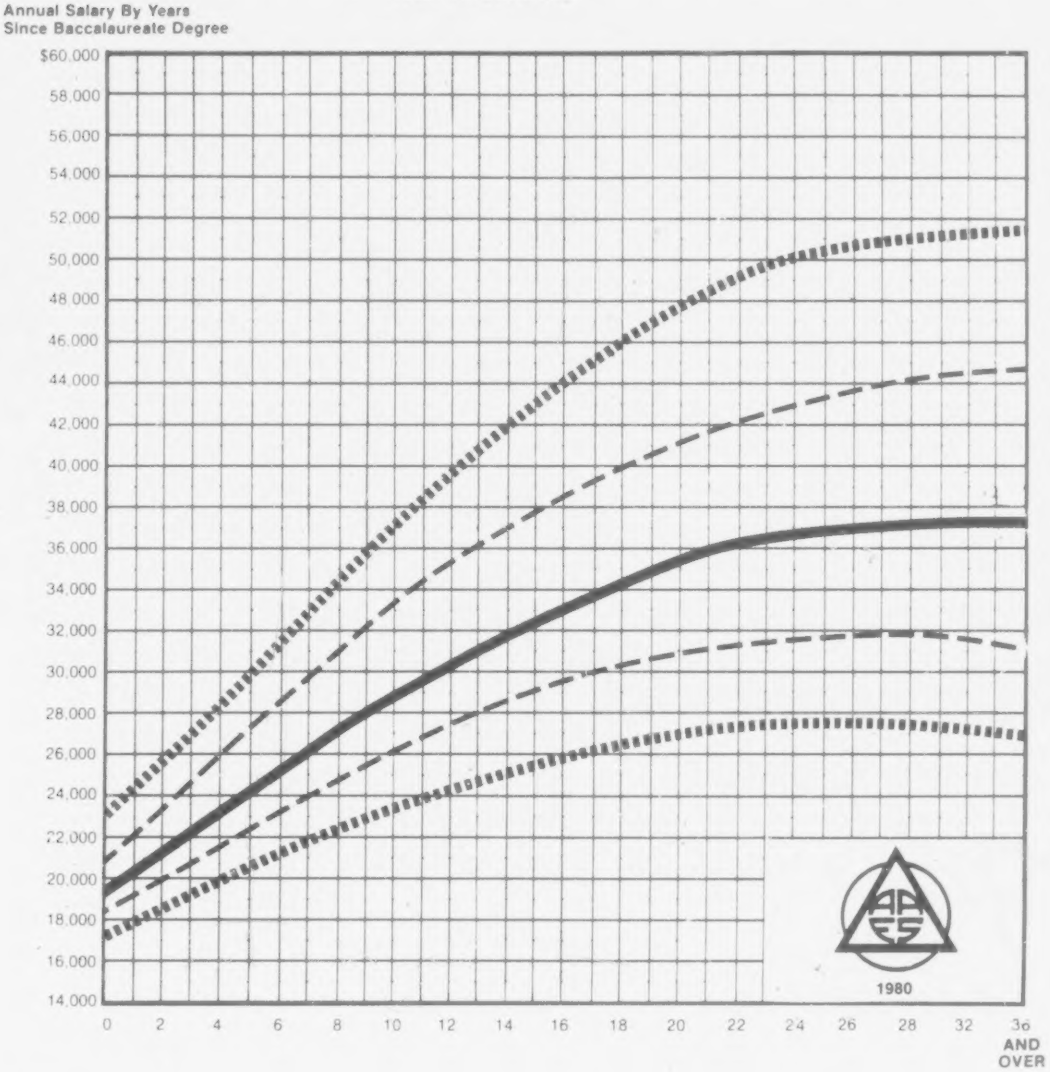
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33800	34700	35600	36500	37450	38350	39300
UPPER QUARTILE	0	0	30100	30800	31550	32300	33100	33850	34650
MEDIAN	0	0	27200	27800	28450	29100	29750	30400	31050
LOWER QUARTILE	0	0	24650	25250	25800	26400	26950	27550	28100
LOWER DECILE	0	0	22850	23300	23750	24250	24700	25150	25600
MEAN	0	0	27900	28550	29150	29850	30500	31150	31800
TOTAL NUMBER	0	0	122	133	204	362	333	511	540
OVER $51000	0	0	0	0	0	0	4	0	4
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41150	43850	46350	48550	50300	51600	52350	52400	50400
UPPER QUARTILE	36250	38650	41100	43400	45600	47500	49100	50500	50750
MEDIAN	32400	34400	36350	38200	39800	41200	42250	43050	42550
LOWER QUARTILE	29300	31000	32600	34100	35350	36350	37000	37350	36250
LOWER DECILE	26500	27850	29100	30200	31100	31850	32350	32550	31800
MEAN	33150	35150	37050	38800	40350	41650	42550	43150	42350
TOTAL NUMBER	1910	2421	2418	1951	1242	871	698	726	764
OVER $51000	26	46	110	140	170	99	139	182	165
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮

ALL INDUSTRY
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22950	24300	25650	27000	28450	29900	31350	32800	34250
UPPER QUARTILE	21250	22400	23600	24750	26000	27200	28400	29600	30800
MEDIAN	19800	20800	21750	22750	23750	24750	25700	26650	27600
LOWER QUARTILE	18750	19500	20250	21050	21800	22600	23350	24100	24800
LOWER DECILE	17750	18350	18950	19550	20150	20750	21300	21850	22400
MEAN	20150	21100	22100	23100	24150	25150	26150	27150	28100
TOTAL NUMBER	4855	4675	4412	3650	3584	4341	4314	4034	3743
OVER $51000	0	0	0	0	1	0	1	2	5
UNDER $14000	10	9	4	6	2	7	2	8	4

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37100	41100	44500	47150	49000	50200	50850	51150	51100
UPPER QUARTILE	33050	36150	38750	40750	42200	43200	43800	44200	44450
MEDIAN	29400	31800	33750	35150	36150	36700	37000	37100	37000
LOWER QUARTILE	26200	28000	29500	30550	31250	31550	31650	31500	31050
LOWER DECILE	23450	24850	25900	26700	27200	27400	27400	27100	26450
MEAN	29950	32450	34450	35950	36950	37600	37900	38000	37950
TOTAL NUMBER	11478	10065	9342	8711	7645	6262	8835	7939	6765
OVER $51000	46	120	302	506	569	565	956	1016	916
UNDER $14000	19	15	8	6	1	2	6	7	4

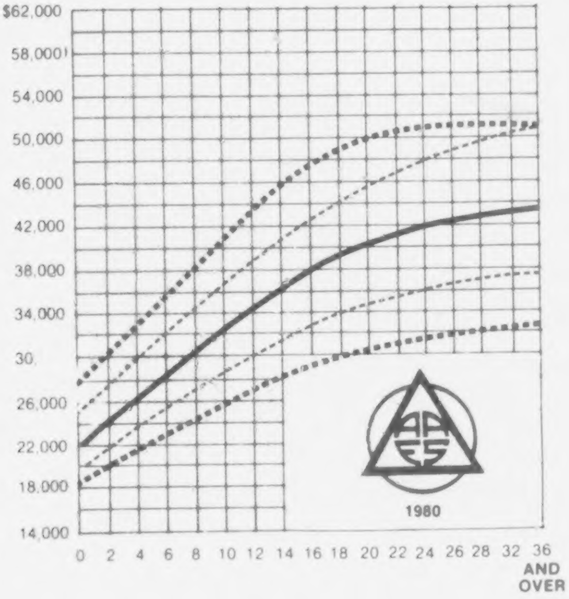
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

ALL INDUSTRY

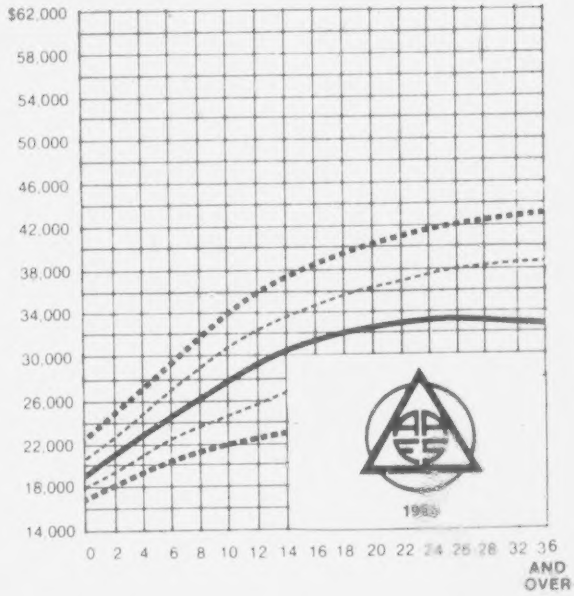
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27250	28650	30100	31550	33000	34500	36000	37450	38900
UPPER QUARTILE	25000	26150	27300	28450	29650	30850	32050	33300	34500
MEDIAN	22200	23300	24400	25500	26600	27750	28850	29950	31000
LOWER QUARTILE	20150	21100	22100	23050	24000	24950	25900	26850	27750
LOWER DECILE	18300	19200	20100	21000	21850	22750	23600	24400	25200
MEAN	22950	24000	25100	26200	27300	28350	29450	30550	31600
TOTAL NUMBER	46	96	175	184	276	517	632	722	734
OVER $51000	0	0	0	0	0	0	0	1	5
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41650	45350	48300	50300	51500	51950	51850	51300	50200
UPPER QUARTILE	36900	40350	43400	45950	47950	49350	50250	50800	50900
MEDIAN	33100	35900	38250	40050	41350	42250	42750	43050	43100
LOWER QUARTILE	29450	31700	33550	34900	35850	36500	36850	37050	37150
LOWER DECILE	26650	28500	29950	30950	31600	32000	32250	32350	32400
MEAN	33650	36350	38650	40400	41650	42400	42800	43000	42900
TOTAL NUMBER	3211	3415	3558	3713	3190	2662	3897	3633	2881
OVER $51000	42	112	285	473	533	525	862	905	807
UNDER $14000	0	2	2	1	0	0	5	6	1

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22900	24150	25450	26700	27950	29200	30350	31500	32600
UPPER QUARTILE	21200	22350	23450	24550	25650	26700	27750	28750	29750
MEDIAN	19900	20800	21700	22600	23450	24350	25200	26050	26850
LOWER QUARTILE	18750	19500	20200	20950	21650	22350	23000	23650	24300
LOWER DECILE	17750	18350	18900	19450	20000	20500	21050	21500	22000
MEAN	20150	21050	22000	22900	23800	24700	25550	26400	27200
TOTAL NUMBER	4809	4578	4236	3465	3307	3823	3682	3312	3009
OVER $51000	0	0	0	0	1	0	1	1	0
UNDER $14000	10	9	4	5	2	7	2	8	4

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34600	37200	39250	40750	41850	42650	43150	43500	43700
UPPER QUARTILE	31500	33750	35450	36650	37450	37950	38200	38400	38500
MEDIAN	28350	30250	31650	32650	33250	33550	33600	33500	33300
LOWER QUARTILE	25450	26900	27950	28700	29050	29200	29150	28950	28500
LOWER DECILE	22850	23950	24750	25250	25550	25650	25650	25450	25100
MEAN	28650	30450	31850	32800	33450	33800	34000	34100	34100
TOTAL NUMBER	8266	6649	5784	4998	4455	3599	4937	4306	3883
OVER $51000	4	8	17	33	36	40	94	110	109
UNDER $14000	19	13	6	5	1	2	1	1	3

LEGEND

Upper Decile	••••••
Upper Quartile	-----
Median	▬▬▬
Lower Quartile	-----
Lower Decile	•••••••

ALL INDUSTRY BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22800	24100	25450	26750	28150	29500	30850	32200	33500
UPPER QUARTILE	21150	22300	23400	24550	25700	26850	27950	29050	30150
MEDIAN	19800	20700	21600	22500	23400	24300	25200	26100	26950
LOWER QUARTILE	18750	19450	20150	20800	21500	22200	22900	23550	24200
LOWER DECILE	17750	18300	18800	19350	19850	20400	20900	21400	21900
MEAN	20100	21000	21950	22850	23800	24700	25650	26550	27450
TOTAL NUMBER	4855	4242	3648	2735	2559	3197	3150	2759	2528
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	10	9	3	6	2	7	2	7	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36100	39700	42800	45400	47500	49050	50150	51000	51500
UPPER QUARTILE	32200	35000	37350	39250	40700	41800	42550	43200	43600
MEDIAN	28600	30750	32600	33950	34950	35650	36000	36250	36350
LOWER QUARTILE	25450	27150	28550	29600	30300	30700	30900	30800	30400
LOWER DECILE	22800	24050	25100	25900	26400	26700	26800	26650	26100
MEAN	29150	31400	33300	34800	35850	36550	37000	37250	37350
TOTAL NUMBER	7479	5984	5578	5577	5354	4603	6986	6234	5322
OVER $51000	17	57	140	245	315	367	689	674	654
UNDER $14000	19	14	7	6	1	1	4	5	3

ALL INDUSTRY BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26550	27800	29100	30450	31800	33150	34550	35900	37300
UPPER QUARTILE	25000	26000	27000	28050	29100	30200	31250	32350	33450
MEDIAN	22250	23200	24200	25150	26150	27150	28150	29100	30100
LOWER QUARTILE	20350	21200	22050	22900	23750	24600	25400	26250	27050
LOWER DECILE	18150	19050	20000	20850	21700	22550	23350	24100	24850
MEAN	22700	23700	24650	25650	26650	27650	28650	29650	30600
TOTAL NUMBER	46	74	153	144	236	414	509	553	543
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39950	43700	46900	49350	50950	51800	51950	51550	50200
UPPER QUARTILE	35600	38750	41600	44150	46250	47900	49100	50050	50600
MEDIAN	31950	34550	36800	38600	40000	41000	41650	42200	42450
LOWER QUARTILE	28550	30650	32400	33800	34800	35550	36000	36300	36400
LOWER DECILE	26150	27800	29100	30050	30750	31200	31500	31700	31800
MEAN	32500	35100	37350	39150	40500	41400	42000	42300	42400
TOTAL NUMBER	2175	2060	2182	2393	2191	1944	3088	2868	2317
OVER $51000	16	53	132	229	291	346	633	610	588
UNDER $14000	0	2	2	1	0	0	4	4	1

ALL INDUSTRY BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22750	24000	25200	26400	27600	28750	29850	30900	31950
UPPER QUARTILE	21150	22200	23250	24300	25300	26300	27250	28150	29050
MEDIAN	19850	20700	21500	22350	23150	23950	24700	25450	26200
LOWER QUARTILE	18800	19400	20050	20700	21300	21950	22500	23100	23650
LOWER DECILE	17800	18300	18750	19250	19700	20150	20550	21000	21400
MEAN	20050	20950	21800	22700	23500	24300	25100	25800	26500
TOTAL NUMBER	4809	4167	3494	2591	2322	2782	2641	2206	1985
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	10	9	3	5	2	7	2	7	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33800	36150	38000	39400	40400	41100	41550	41850	42000
UPPER QUARTILE	30650	32700	34250	35350	36150	36700	37050	37300	37450
MEDIAN	27500	29200	30550	31500	32100	32450	32650	32750	32700
LOWER QUARTILE	24700	26000	27050	27750	28200	28400	28400	28250	27900
LOWER DECILE	22150	23150	23900	24500	24850	25050	25100	25000	24600
MEAN	27800	29400	30700	31650	32350	32800	33100	33250	33350
TOTAL NUMBER	5303	3924	3396	3183	3162	2659	3897	3365	3005
OVER $51000	1	4	8	16	24	21	56	63	66
UNDER $14000	19	12	5	5	1	1	0	1	2

ALL INDUSTRY MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	25450	26700	28000	29300	30650	32050	33450	34850
UPPER QUARTILE	0	23150	24300	25450	26650	27850	29050	30250	31450
MEDIAN	0	21550	22450	23400	24350	25300	26250	27250	28200
LOWER QUARTILE	0	20550	21250	21950	22700	23400	24150	24850	25550
LOWER DECILE	0	19250	19850	20450	21050	21650	22250	22850	23400
MEAN	0	22150	23100	24050	25000	25950	26950	27900	28850
TOTAL NUMBER	0	432	736	879	963	1021	1016	1065	1003
OVER $51000	0	0	0	0	1	0	0	2	3
UNDER $14000	0	0	1	0	0	0	0	1	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37700	41750	45450	48400	50550	51750	52100	51700	49900
UPPER QUARTILE	33800	37100	39950	42300	44000	45200	45950	46400	46500
MEDIAN	30000	32600	34800	36550	37850	38700	39150	39300	39100
LOWER QUARTILE	26950	28950	30650	32100	33100	33750	33950	33800	32750
LOWER DECILE	24500	26000	27300	28300	28950	29350	29500	29400	28800
MEAN	30700	33350	35600	37400	38700	39500	39900	39950	39450
TOTAL NUMBER	3132	2963	2637	2248	1726	1297	1531	1385	1155
OVER $51000	19	43	95	172	162	138	176	240	183
UNDER $14000	0	1	1	0	0	1	2	2	1

ALL INDUSTRY MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33650	34850	36050	37250	38450	39600	40750	41850
UPPER QUARTILE	0	28850	29900	30950	32000	33100	34200	35300	36400
MEDIAN	0	25600	26600	27650	28700	29750	30800	31800	32800
LOWER QUARTILE	0	23650	24500	25400	26250	27150	28000	28850	29700
LOWER DECILE	0	21150	21950	22750	23550	24350	25100	25850	26600
MEAN	0	26800	27750	28700	29700	30650	31600	32600	33500
TOTAL NUMBER	0	22	17	38	37	90	109	146	173
OVER $51000	0	0	0	0	0	0	0	1	3
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43950	46750	48900	50450	51400	51800	51800	51350	50250
UPPER QUARTILE	38600	41800	44750	47250	49200	50550	51300	51500	50400
MEDIAN	34800	37500	39850	41800	43250	44300	44950	45450	45650
LOWER QUARTILE	31300	33450	35350	36850	38000	38800	39300	39700	39850
LOWER DECILE	28000	29900	31450	32700	33650	34300	34750	35050	35250
MEAN	35350	37900	40050	41850	43200	44150	44650	44950	44850
TOTAL NUMBER	878	1024	974	952	745	569	676	622	446
OVER $51000	18	41	88	163	154	126	159	211	155
UNDER $14000	0	0	0	0	0	0	1	2	0

ALL INDUSTRY MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	25400	26500	27600	28650	29700	30800	31800	32850
UPPER QUARTILE	0	23150	24150	25200	26200	27200	28200	29150	30100
MEDIAN	0	21650	22500	23300	24150	25000	25800	26600	27400
LOWER QUARTILE	0	20650	21300	21950	22550	23200	23850	24450	25050
LOWER DECILE	0	19300	19900	20450	21000	21500	22050	22550	23050
MEAN	0	22200	23000	23800	24600	25400	26200	27000	27750
TOTAL NUMBER	0	410	718	840	926	931	906	918	830
OVER $51000	0	0	0	0	1	0	0	1	0
UNDER $14000	0	0	1	0	0	0	0	1	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34800	37450	39750	41650	43150	44300	45150	45850	46400
UPPER QUARTILE	31850	34200	36100	37600	38700	39500	40050	40450	40750
MEDIAN	28900	30900	32550	33800	34700	35250	35550	35650	35500
LOWER QUARTILE	26200	27800	29150	30150	30900	31300	31450	31300	30650
LOWER DECILE	23950	25150	26100	26850	27300	27550	27650	27600	27300
MEAN	29200	31150	32800	34050	35000	35600	35950	36150	36150
TOTAL NUMBER	2254	1939	1663	1296	980	728	854	763	709
OVER $51000	1	2	7	9	8	12	17	28	28
UNDER $14000	0	1	1	0	0	1	1	0	1

ALL INDUSTRY PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	31000	32150	33350	34550	35800	37050	38250
UPPER QUARTILE	0	0	28550	29400	30250	31200	32100	33050	34000
MEDIAN	0	0	26300	27050	27800	28550	29350	30100	30900
LOWER QUARTILE	0	0	24650	25250	25900	26550	27200	27850	28550
LOWER DECILE	0	0	23100	23650	24200	24750	25300	25850	26400
MEAN	0	0	26900	27700	28450	29250	30050	30900	31700
TOTAL NUMBER	0	0	27	36	62	122	147	209	211
OVER $51000	0	0	0	0	0	0	1	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40700	44150	47250	49700	51450	52450	52700	52100	49800
UPPER QUARTILE	36000	39050	42100	45000	47650	49850	51450	52350	50450
MEDIAN	32550	35000	37400	39700	41800	43450	44700	45400	44050
LOWER QUARTILE	29900	31850	33750	35500	37000	38150	38850	39100	37550
LOWER DECILE	27500	29100	30650	32000	33100	33950	34450	34550	33150
MEAN	33350	35800	38150	40300	42150	43550	44500	44900	43600
TOTAL NUMBER	866	1117	1126	885	564	361	317	319	287
OVER $51000	10	19	67	88	92	60	90	100	79
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL INDUSTRY PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	39650	41300	42800	44150
UPPER QUARTILE	0	0	0	0	0	36350	37650	38850	40100
MEDIAN	0	0	0	0	0	33200	34100	35000	35950
LOWER QUARTILE	0	0	0	0	0	30600	31400	32250	33050
LOWER DECILE	0	0	0	0	0	25750	26850	27950	29000
MEAN	0	0	0	0	0	33300	34350	35350	36400
TOTAL NUMBER	0	0	4	2	3	13	13	22	18
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	46500	49000	50450	51100	51300	51250	51150	50950	50850
UPPER QUARTILE	42400	45450	47950	49750	50900	51500	51650	51400	50600
MEDIAN	37750	40500	43100	45500	47550	49250	50450	51300	51000
LOWER QUARTILE	34650	36900	38950	40750	42200	43300	44100	44750	44950
LOWER DECILE	30900	33400	35300	36750	37800	38500	38950	39300	39500
MEAN	38300	40950	43200	45050	46400	47400	48050	48500	48700
TOTAL NUMBER	157	331	401	367	253	149	131	142	118
OVER $51000	8	17	65	80	88	53	69	82	64
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL INDUSTRY PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	31200	31900	32650	33400	34150	34950	35700
UPPER QUARTILE	0	0	28650	29350	30050	30700	31450	32150	32850
MEDIAN	0	0	26600	27200	27850	28450	29100	29700	30350
LOWER QUARTILE	0	0	24850	25400	25950	26550	27100	27650	28250
LOWER DECILE	0	0	23350	23800	24300	24750	25250	25700	26200
MEAN	0	0	27000	27650	28250	28850	29500	30100	30750
TOTAL NUMBER	0	0	23	34	59	109	134	187	193
OVER $51000	0	0	0	0	0	0	1	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37300	39700	42050	44350	46450	48350	49850	51250	51500
UPPER QUARTILE	34300	36500	38650	40650	42500	44100	45350	46350	46150
MEDIAN	31650	33550	35400	37100	38600	39850	40800	41450	40800
LOWER QUARTILE	29350	31000	32550	33900	35000	35850	36300	36400	34950
LOWER DECILE	27100	28450	29650	30750	31600	32200	32550	32550	31350
MEAN	32000	33850	35650	37350	38800	40000	40900	41450	40800
TOTAL NUMBER	709	786	724	518	311	212	185	177	169
OVER $51000	2	2	2	8	4	7	21	18	15
UNDER $14000	0	0	0	0	0	0	0	0	0

LARGE IND EMPL ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22850	24200	25550	27000	28450	29950	31500	33000	34550
UPPER QUARTILE	21300	22500	23700	24900	26150	27400	28650	29900	31150
MEDIAN	19900	20900	21900	22900	23950	25000	26000	27000	28000
LOWER QUARTILE	18850	19650	20450	21250	22050	22850	23650	24450	25200
LOWER DECILE	18050	18650	19300	19900	20550	21150	21750	22350	22900
MEAN	20200	21200	22250	23300	24300	25350	26400	27450	28450
TOTAL NUMBER	2763	2601	2392	1945	1770	2313	2331	2093	2035
OVER $51000	0	0	0	0	0	0	0	0	3
UNDER $14000	2	2	0	4	1	3	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37550	41800	45400	48100	49950	51000	51400	51300	50750
UPPER QUARTILE	33500	36800	39600	41750	43300	44350	44950	45350	45500
MEDIAN	29900	32400	34500	36000	37050	37650	37950	38050	37950
LOWER QUARTILE	26700	28650	30250	31400	32150	32550	32600	32450	32000
LOWER DECILE	24000	25450	26600	27400	27900	28100	28100	27800	27100
MEAN	30450	33050	35250	36850	37950	38550	38800	38850	38550
TOTAL NUMBER	6428	5774	5334	4873	4493	3892	5337	4832	3901
OVER $51000	37	89	208	350	388	407	661	690	600
UNDER $14000	16	8	2	3	1	1	5	6	3

LARGE IND EMPL SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24950	26600	28350	30100	31900	33700	35500	37250	38950
UPPER QUARTILE	23550	24850	26200	27550	28950	30400	31800	33250	34700
MEDIAN	21750	22900	24100	25300	26500	27750	28950	30150	31350
LOWER QUARTILE	19550	20600	21650	22750	23800	24900	25950	27000	28050
LOWER DECILE	18450	19300	20150	21050	21950	22800	23700	24550	25350
MEAN	21950	23150	24400	25600	26900	28150	29400	30650	31850
TOTAL NUMBER	23	50	109	106	138	311	356	392	398
OVER $51000	0	0	0	0	0	0	0	0	3
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42200	46300	49250	51000	51800	51900	51600	51000	50200
UPPER QUARTILE	37500	41450	44800	47450	49300	50450	51000	51200	50950
MEDIAN	33700	36850	39500	41500	42900	43750	44200	44400	44350
LOWER QUARTILE	30000	32600	34700	36250	37300	37950	38300	38500	38550
LOWER DECILE	26950	29100	30800	32050	32850	33350	33550	33500	33300
MEAN	34200	37300	39800	41600	42850	43550	43900	44000	43900
TOTAL NUMBER	1857	2020	2009	2068	1873	1637	2286	2094	1609
OVER $51000	34	83	197	334	371	378	597	618	521
UNDER $14000	0	0	0	0	0	0	5	6	1

LARGE IND EMPL NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22850	24100	25400	26700	27950	29200	30400	31600	32700
UPPER QUARTILE	21300	22450	23550	24700	25800	26900	27950	29000	30000
MEDIAN	19950	20900	21850	22750	23700	24600	25500	26400	27250
LOWER QUARTILE	18850	19650	20400	21150	21900	22650	23350	24050	24750
LOWER DECILE	18150	18700	19250	19850	20400	20900	21450	21950	22450
MEAN	20250	21200	22150	23100	24000	24950	25800	26700	27500
TOTAL NUMBER	2740	2551	2283	1839	1632	2002	1975	1701	1637
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	2	0	3	1	3	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34800	37550	39700	41400	42600	43450	44000	44450	44700
UPPER QUARTILE	31850	34150	36000	37300	38200	38750	39100	39300	39450
MEDIAN	28800	30800	32300	33350	34050	34400	34500	34500	34400
LOWER QUARTILE	25950	27500	28650	29450	29900	30050	30050	29900	29600
LOWER DECILE	23350	24500	25350	25950	26300	26450	26400	26150	25700
MEAN	29050	30950	32450	33500	34200	34600	34850	35000	35000
TOTAL NUMBER	4571	3754	3325	2805	2620	2255	3051	2738	2292
OVER $51000	3	6	11	16	17	29	64	72	79
UNDER $14000	16	8	2	3	1	1	0	0	2

LARGE IND EMPL BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22750	24050	25400	26750	28150	29600	31000	32400	33850
UPPER QUARTILE	21300	22450	23600	24750	25900	27050	28250	29400	30500
MEDIAN	19950	20850	21800	22700	23650	24600	25550	26450	27400
LOWER QUARTILE	18850	19600	20300	21050	21750	22500	23200	23950	24650
LOWER DECILE	18100	18600	19150	19700	20250	20800	21300	21850	22350
MEAN	20200	21150	22100	23050	24000	25000	25950	26900	27850
TOTAL NUMBER	2763	2413	1978	1439	1231	1732	1704	1399	1332
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	2	2	0	4	1	3	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36600	40400	43700	46300	48250	49650	50500	51200	51600
UPPER QUARTILE	32700	35650	38200	40200	41750	42850	43600	44200	44600
MEDIAN	29100	31450	33450	34900	35950	36600	36950	37100	37050
LOWER QUARTILE	25950	27800	29300	30450	31250	31700	31900	31800	31350
LOWER DECILE	23350	24700	25800	26700	27250	27550	27600	27350	26500
MEAN	29650	32100	34100	35700	36800	37500	37900	38100	38050
TOTAL NUMBER	4163	3523	3230	3175	3181	2945	4294	3828	3065
OVER $51000	10	44	97	169	212	267	474	457	438
UNDER $14000	16	8	2	3	1	1	4	4	3

LARGE IND EMPL MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24900	26300	27700	29150	30650	32200	33750	35300
UPPER QUARTILE	0	22750	24000	25250	26550	27850	29150	30450	31750
MEDIAN	0	21200	22250	23250	24350	25400	26450	27500	28550
LOWER QUARTILE	0	20500	21300	22050	22850	23650	24400	25200	25950
LOWER DECILE	0	19850	20450	21050	21650	22200	22800	23350	23900
MEAN	0	21950	22950	24000	25050	26100	27150	28200	29250
TOTAL NUMBER	0	188	405	490	508	527	546	589	604
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38350	42750	46450	49300	51150	52050	52150	51600	50150
UPPER QUARTILE	34350	37950	41050	43500	45350	46550	47300	47750	47850
MEDIAN	30550	33250	35550	37350	38650	39500	40000	40300	40400
LOWER QUARTILE	27450	29500	31200	32600	33600	34200	34550	34600	34300
LOWER DECILE	25000	26450	27700	28700	29400	29850	30050	30000	29500
MEAN	31250	34000	36350	38150	39450	40250	40650	40750	40500
TOTAL NUMBER	1807	1699	1516	1244	1002	742	838	804	680
OVER $51000	18	32	68	119	113	93	118	170	113
UNDER $14000	0	0	0	0	0	0	1	2	0

LARGE IND EMPL PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	29750	31200	32650	34150	35650	37100	38600
UPPER QUARTILE	0	0	27900	28900	30000	31050	32150	33300	34400
MEDIAN	0	0	25800	26650	27550	28400	29350	30250	31200
LOWER QUARTILE	0	0	24650	25350	26100	26800	27550	28300	29050
LOWER DECILE	0	0	23850	24400	25050	25650	26250	26850	27450
MEAN	0	0	26550	27450	28350	29300	30250	31200	32150
TOTAL NUMBER	0	0	9	16	31	54	81	105	99
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41450	45250	48350	50550	51500	52250	52100	51350	49850
UPPER QUARTILE	36750	40250	43650	46700	49300	51150	52200	52350	49950
MEDIAN	33100	35950	38750	41300	43500	45250	46450	47150	46150
LOWER QUARTILE	30550	32750	34850	36700	38250	39450	40200	40600	39800
LOWER DECILE	28650	30350	31900	33250	34250	35000	35300	35200	33650
MEAN	34050	36350	39450	41750	43550	44900	45650	45800	44550
TOTAL NUMBER	458	552	588	454	310	205	205	200	156
OVER $51000	9	13	43	62	63	47	69	63	49
UNDER $14000	0	0	0	0	0	0	0	0	0

MEDIUM INDUST EMP ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23200	24550	25900	27300	28650	30050	31400	32750	34050
UPPER QUARTILE	21150	22350	23600	24800	26000	27150	28300	29450	30550
MEDIAN	19900	20800	21750	22700	23600	24550	25450	26350	27250
LOWER QUARTILE	18750	19450	20200	20950	21700	22400	23100	23800	24500
LOWER DECILE	17600	18150	18750	19350	19950	20500	21050	21600	22150
MEAN	20150	21150	22100	23100	24100	25050	26000	26950	27850
TOTAL NUMBER	1617	1588	1516	1299	1372	1518	1529	1480	1337
OVER $51000	0	0	0	0	1	0	1	2	2
UNDER $14000	7	5	1	2	1	4	2	6	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36600	40000	42950	45300	47150	48500	49450	50200	50600
UPPER QUARTILE	32600	35300	37500	39200	40450	41350	41950	42400	42600
MEDIAN	28900	31100	32900	34200	35050	35600	35850	35950	35900
LOWER QUARTILE	25800	27500	28850	29850	30450	30750	30850	30700	30250
LOWER DECILE	23150	24450	25450	26200	26650	26850	26850	26700	26250
MEAN	29550	31750	33550	34850	35750	36350	36700	36900	37000
TOTAL NUMBER	3947	3358	3197	3055	2584	1893	2811	2547	2188
OVER $51000	9	19	71	115	158	119	219	249	228
UNDER $14000	3	6	6	3	0	1	1	1	1

MEDIUM INDUST EMP SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29350	30450	31600	32750	33900	35100	36250	37450	38600
UPPER QUARTILE	25800	26800	27850	28850	29900	30950	32000	33000	34050
MEDIAN	23250	24150	25000	25900	26800	27700	28600	29500	30350
LOWER QUARTILE	21400	22150	22850	23600	24350	25100	25850	26550	27300
LOWER DECILE	20500	21100	21700	22300	22900	23500	24050	24650	25200
MEAN	24200	25050	25900	26800	27700	28550	29450	30300	31200
TOTAL NUMBER	10	31	49	58	107	156	198	240	270
OVER $51000	0	0	0	0	0	0	0	1	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40850	44050	46800	49050	50600	51550	51900	51650	50250
UPPER QUARTILE	36050	38850	41350	43500	45200	46550	47500	48350	48950
MEDIAN	32050	34350	36400	38050	39300	40200	40800	41200	41300
LOWER QUARTILE	28650	30600	32250	33600	34600	35300	35700	35800	35550
LOWER DECILE	26300	27800	29050	30100	30850	31300	31550	31550	31150
MEAN	32850	35150	37100	38750	40000	40850	41350	41650	41550
TOTAL NUMBER	1019	1029	1183	1229	1065	787	1248	1225	927
OVER $51000	8	17	65	99	139	110	190	216	201
UNDER $14000	0	2	2	1	0	0	0	0	0

MEDIUM INDUST EMP NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23000	24350	25650	27000	28250	29450	30650	31750	32800
UPPER QUARTILE	21100	22300	23450	24600	25700	26750	27800	28800	29700
MEDIAN	19850	20750	21650	22550	23400	24250	25100	25900	26650
LOWER QUARTILE	18700	19450	20150	20850	21550	22200	22850	23450	24050
LOWER DECILE	17600	18150	18700	19250	19800	20300	20800	21300	21750
MEAN	20100	21050	22000	22900	23800	24650	25500	26300	27050
TOTAL NUMBER	1607	1557	1466	1241	1264	1362	1330	1239	1066
OVER $51000	0	0	0	0	1	0	1	1	0
UNDER $14000	7	5	1	2	1	4	2	6	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34700	37000	38800	40050	40900	41500	41800	42050	42100
UPPER QUARTILE	31350	33400	34850	35900	36550	36950	37200	37350	37450
MEDIAN	28050	29800	31050	31900	32350	32550	32550	32450	32250
LOWER QUARTILE	25150	26450	27450	28050	28400	28500	28450	28250	27950
LOWER DECILE	22550	23500	24350	24800	25100	25150	25150	25000	24700
MEAN	28450	30150	31350	32200	32700	33000	33100	33200	33200
TOTAL NUMBER	2928	2328	2014	1825	1519	1106	1562	1322	1261
OVER $51000	1	2	6	16	19	9	29	33	27
UNDER $14000	3	4	4	2	0	1	1	1	1

MEDIUM INDUST EMP BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23150	24400	25650	26950	28200	29500	30750	32050	33250
UPPER QUARTILE	21100	22250	23350	24450	25550	26650	27700	28750	29750
MEDIAN	19750	20650	21550	22450	23300	24150	25000	25800	26550
LOWER QUARTILE	18700	19400	20050	20700	21350	22050	22650	23300	23900
LOWER DECILE	17600	18100	18650	19150	19650	20150	20650	21100	21550
MEAN	20050	21000	21900	22850	23750	24650	25500	26350	27150
TOTAL NUMBER	1617	1411	1252	976	1002	1106	1109	1016	939
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	7	5	0	2	1	4	2	5	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35650	38950	41750	44100	45950	47350	48400	49200	49750
UPPER QUARTILE	31650	34200	36300	37950	39200	40100	40750	41250	41550
MEDIAN	28000	29900	31500	32700	33600	34250	34700	35000	35150
LOWER QUARTILE	25050	26550	27800	28700	29350	29700	29850	29850	29600
LOWER DECILE	22400	23550	24450	25150	25650	25950	26050	26050	25850
MEAN	28650	30650	32250	33550	34550	35250	35750	36100	36300
TOTAL NUMBER	2581	1930	1809	1883	1773	1314	2145	1949	1698
OVER $51000	7	8	26	59	95	72	163	174	156
UNDER $14000	3	5	5	3	0	0	0	1	0

MEDIUM INDUST EMP MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	25900	27000	28200	29400	30600	31850	33100	34300
UPPER QUARTILE	0	23650	24650	25700	26750	27800	28850	29900	30950
MEDIAN	0	22100	22900	23750	24550	25400	26200	27050	27900
LOWER QUARTILE	0	20750	21400	22050	22700	23350	24000	24650	25300
LOWER DECILE	0	19100	19700	20250	20850	21400	22000	22550	23150
MEAN	0	22600	23400	24250	25100	25950	26800	27650	28500
TOTAL NUMBER	0	177	251	307	343	353	363	371	312
OVER $51000	0	0	0	0	1	0	0	2	1
UNDER $14000	0	0	1	0	0	0	0	1	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36800	40300	43500	46150	48200	49600	50450	50850	50500
UPPER QUARTILE	33000	35850	38400	40500	42050	43100	43750	44100	44050
MEDIAN	29500	31850	33900	35650	36900	37800	38250	38300	37650
LOWER QUARTILE	26600	28450	30100	31550	32650	33350	33650	33450	31950
LOWER DECILE	24200	25750	27050	28100	28850	29300	29450	29350	28600
MEAN	30150	32500	34600	36350	37650	38500	38900	38950	38250
TOTAL NUMBER	1023	966	922	809	596	450	573	499	384
OVER $51000	1	7	23	35	40	37	42	50	51
UNDER $14000	0	1	1	0	0	1	1	0	1

MEDIUM INDUST EMP PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	32450	33300	34200	35100	36050	36950	37900
UPPER QUARTILE	0	0	28750	29550	30300	31100	31950	32750	33600
MEDIAN	0	0	26200	26950	27650	28400	29150	29850	30600
LOWER QUARTILE	0	0	24450	25050	25650	26300	26900	27550	28150
LOWER DECILE	0	0	22800	23350	23850	24400	24950	25500	26000
MEAN	0	0	27100	27750	28450	29150	29850	30600	31300
TOTAL NUMBER	0	0	12	16	26	58	56	92	86
OVER $51000	0	0	0	0	0	0	1	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39800	42600	45300	47800	49900	51550	52550	52850	50400
UPPER QUARTILE	35300	37900	40450	42950	45200	47100	48550	49650	48900
MEDIAN	32100	34300	36350	38200	39750	41000	41850	42400	41900
LOWER QUARTILE	29450	31300	33050	34600	35900	36900	37450	37550	35850
LOWER DECILE	27100	28650	30150	31500	32600	33450	34000	34150	32900
MEAN	32750	34900	36950	38900	40500	41800	42700	43100	41650
TOTAL NUMBER	343	461	466	362	213	128	91	99	106
OVER $51000	1	4	22	21	23	10	14	25	21
UNDER $14000	0	0	0	0	0	0	0	0	0

SMALL IND EMPLOYERS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22200	23500	24900	26300	27700	29100	30500	31900	33250
UPPER QUARTILE	20300	21500	22650	23850	25050	26250	27400	28550	29700
MEDIAN	18900	19850	20850	21800	22800	23750	24700	25600	26450
LOWER QUARTILE	17550	18350	19150	19900	20700	21450	22200	22900	23600
LOWER DECILE	16200	16850	17450	18100	18750	19350	19900	20500	21000
MEAN	19350	20300	21250	22200	23200	24150	25100	26050	26950
TOTAL NUMBER	402	385	403	358	379	405	359	351	303
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35900	39600	42800	45400	47450	49000	50050	50900	51400
UPPER QUARTILE	31800	34650	36900	38650	39950	40850	41450	41900	42200
MEDIAN	28100	30150	31750	32800	33450	33800	33950	33950	33850
LOWER QUARTILE	24900	26500	27650	28350	28700	28800	28700	28400	27950
LOWER DECILE	22000	23200	24100	24650	24950	25000	24950	24800	24450
MEAN	28650	30900	32650	33950	34800	35300	35550	35650	35550
TOTAL NUMBER	900	777	672	656	444	393	507	444	536
OVER $51000	0	9	20	38	22	33	50	54	71
UNDER $14000	0	1	0	0	0	0	0	0	0

SMALL IND EMPLOYERS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31400	32400	33450	34500	35600	36650	37750	38800
UPPER QUARTILE	26400	27300	28250	29200	30200	31150	32100	33050	34050
MEDIAN	23850	24700	25550	26400	27200	28050	28850	29650	30450
LOWER QUARTILE	19450	20550	21650	22700	23700	24650	25600	26450	27300
LOWER DECILE	15500	16950	18350	19700	21000	22150	23200	24150	25000
MEAN	24000	24900	25800	26700	27600	28500	29350	30250	31100
TOTAL NUMBER	13	15	14	19	23	40	72	67	56
OVER $51000	0	0	0	0	0	1	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40950	44000	46700	49000	50[illegible]50	51850	52350	52150	50250
UPPER QUARTILE	35900	38650	41150	43350	45250	46800	48000	49100	50100
MEDIAN	31950	34000	35750	37200	38400	39250	39900	40500	40950
LOWER QUARTILE	28700	30450	31700	32550	33150	33500	33750	33900	34000
LOWER DECILE	26400	27800	28650	29150	29400	29550	29600	29650	29650
MEAN	32700	34850	36700	38150	39300	40050	40600	41000	41250
TOTAL NUMBER	262	305	299	334	197	196	268	244	257
OVER $51000	0	9	20	37	22	31	49	51	68
UNDER $14000	0	0	0	0	0	0	0	0	0

SMALL IND EMPLOYERS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21800	23100	24450	25750	27000	28200	29350	30400	31400
UPPER QUARTILE	20300	21400	22450	23550	24550	25600	26550	27500	28350
MEDIAN	19000	19900	20750	21650	22500	23300	24100	24800	25500
LOWER QUARTILE	17600	18350	19100	19850	20550	21200	21850	22450	23000
LOWER DECILE	16250	16850	17450	18050	18600	19100	19600	20050	20500
MEAN	19150	20100	21000	21900	22750	23600	24350	25100	25800
TOTAL NUMBER	389	370	389	339	356	364	286	284	247
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33150	35200	36600	37450	37950	38250	38400	38500	38550
UPPER QUARTILE	29900	31700	32850	33550	33850	33900	33800	33650	33450
MEDIAN	26750	28200	29150	29600	29750	29650	29450	29100	28700
LOWER QUARTILE	23950	25000	25700	26000	26150	26100	26000	25800	25600
LOWER DECILE	21250	22150	22650	22900	22950	22900	22700	22450	22150
MEAN	27050	28450	29400	29900	30150	30200	30150	30050	29900
TOTAL NUMBER	637	472	373	321	247	197	238	200	279
OVER $51000	0	0	0	1	0	2	1	3	3
UNDER $14000	0	1	0	0	0	0	0	0	0

SMALL IND EMPLOYERS BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22000	23200	24450	25750	27050	28350	29650	30950	32200
UPPER QUARTILE	20200	21300	22400	23550	24700	25800	26900	27950	29000
MEDIAN	18850	19800	20750	21700	22600	23500	24350	25150	25950
LOWER QUARTILE	17600	18350	19100	19800	20550	21250	21900	22550	23150
LOWER DECILE	16200	16800	17400	17950	18500	19050	19600	20100	20600
MEAN	19200	20100	21050	21950	22850	23700	24600	25450	26250
TOTAL NUMBER	402	325	341	281	269	283	248	251	203
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34700	38150	41150	43650	45600	47100	48200	49150	49750
UPPER QUARTILE	30950	33500	35550	37150	38300	39100	39650	40050	40350
MEDIAN	27400	29200	30550	31500	32200	32600	32900	33100	33200
LOWER QUARTILE	24300	25650	26650	27300	27650	27750	27800	27700	27550
LOWER DECILE	21500	22550	23350	23900	24200	24300	24300	24150	23950
MEAN	27800	29850	31450	32650	33450	34000	34300	34550	34600
TOTAL NUMBER	580	428	424	423	298	276	387	355	427
OVER $51000	0	4	14	15	8	22	34	30	45
UNDER $14000	0	1	0	0	0	0	0	0	0

SMALL IND EMPLOYERS MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26050	27100	28200	29350	30500	31700	32950	34150
UPPER QUARTILE	0	23200	24150	25150	26150	27200	28200	29250	30300
MEDIAN	0	20650	21600	22500	23450	24350	25300	26250	27150
LOWER QUARTILE	0	18800	19500	20300	21050	21800	22550	23300	24050
LOWER DECILE	0	17100	17850	18550	19300	20000	20700	21350	21950
MEAN	0	21300	22200	23100	24000	24950	25850	26750	27700
TOTAL NUMBER	0	60	56	73	105	112	101	88	74
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

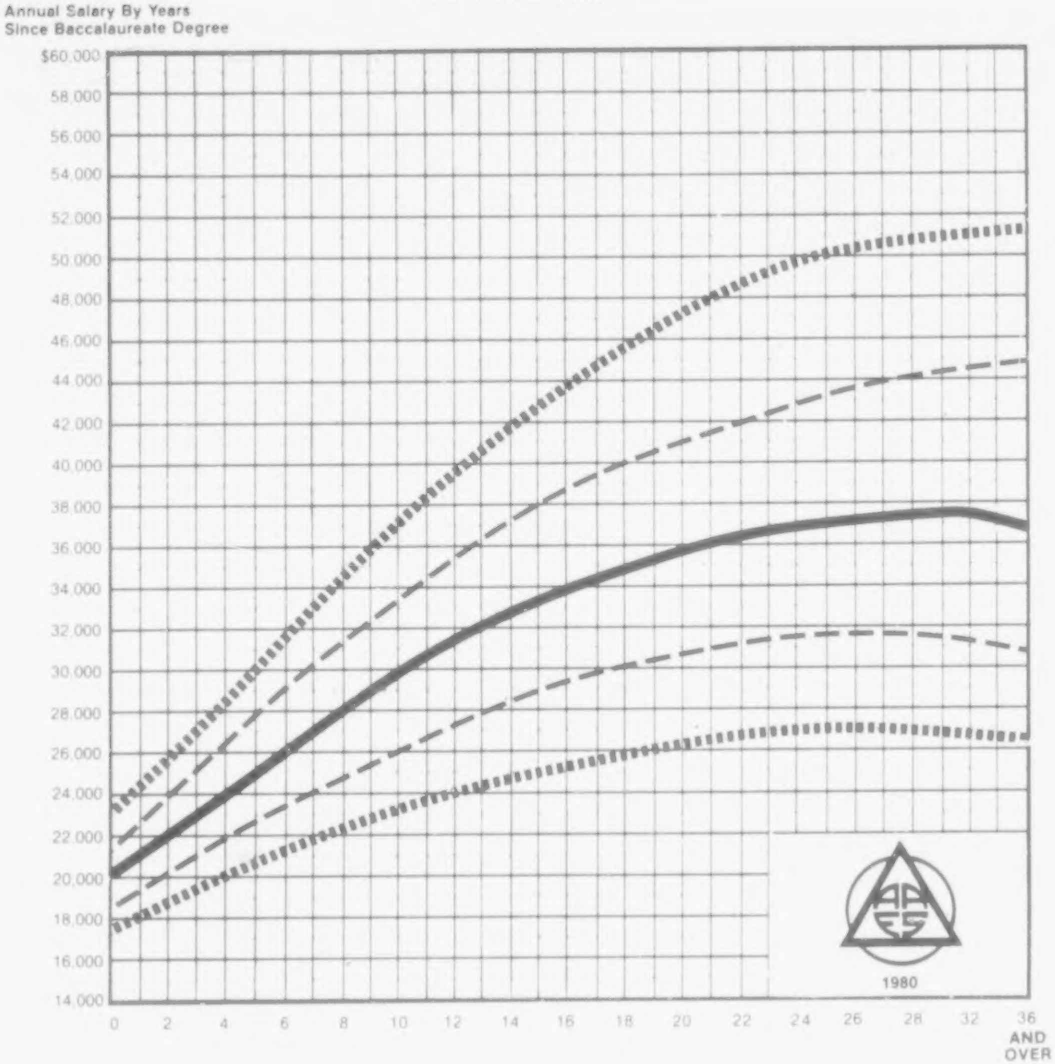
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36700	40500	44100	47300	49900	51650	52550	52500	50050
UPPER QUARTILE	32350	35350	38150	40600	42650	44250	45400	46400	47150
MEDIAN	28950	31400	33450	35000	36000	36450	36550	36200	35300
LOWER QUARTILE	25500	27500	29100	30300	31000	31250	31100	30500	29100
LOWER DECILE	23100	24450	25500	26200	26600	26850	27000	27050	27100
MEAN	29450	31950	34100	35800	37000	37800	38150	38150	37650
TOTAL NUMBER	255	253	177	171	106	89	101	68	84
OVER $51000	0	3	4	18	8	8	10	12	17
UNDER $14000	0	0	0	0	0	0	0	0	0

SMALL IND EMPLOYERS PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33750	0	35300	36100	36950	37750	38550
UPPER QUARTILE	0	0	29500	0	30900	31650	32400	33150	33950
MEDIAN	0	0	27300	0	28300	28800	29350	29900	30400
LOWER QUARTILE	0	0	22950	0	24000	24500	25050	25600	26150
LOWER DECILE	0	0	21150	0	22050	22550	23000	23500	23950
MEAN	0	0	26950	0	28150	28800	29400	30050	30650
TOTAL NUMBER	0	0	6	4	5	10	10	12	26
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40200	42650	45000	47200	49100	50700	51850	52600	51650
UPPER QUARTILE	35500	37900	40400	42850	45250	47450	49450	51550	53350
MEDIAN	31550	33300	35150	37050	39050	41100	43200	46050	50850
LOWER QUARTILE	27300	28950	30550	32100	33450	34650	35550	36250	36000
LOWER DECILE	24900	26250	27550	28700	29700	30450	30900	31100	30150
MEAN	31950	33950	35900	37800	39650	41300	42750	44250	45300
TOTAL NUMBER	65	95	71	61	40	28	18	20	25
OVER $51000	0	2	2	5	6	3	6	12	9
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL MANUFACTURING
ALL ENGINEERS



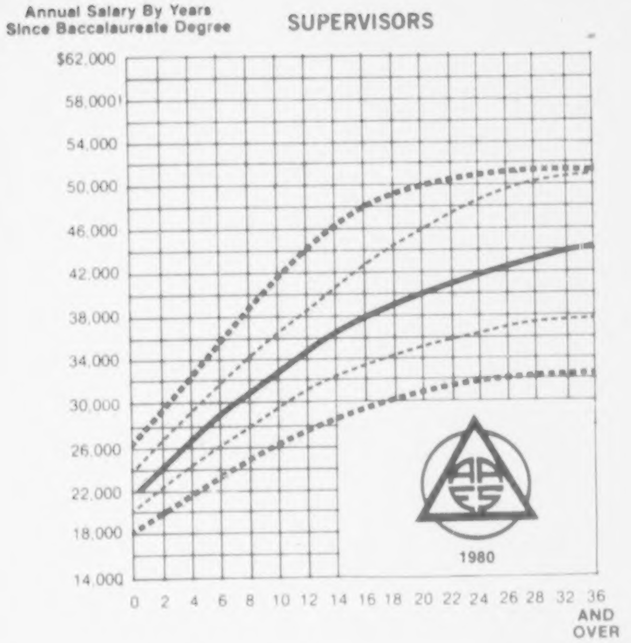
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23300	24700	26150	27650	29150	30650	32150	33650	35100
UPPER QUARTILE	21800	22950	24150	25350	26550	27800	29000	30150	31350
MEDIAN	20250	21200	22150	23100	24100	25050	26000	26950	27850
LOWER QUARTILE	18950	19700	20400	21150	21850	22600	23300	24000	24700
LOWER DECILE	17800	18400	18950	19550	20100	20650	21200	21750	22300
MEAN	20500	21450	22450	23450	24450	25400	26400	27400	28350
TOTAL NUMBER	2997	2605	2390	1963	1870	2260	2132	1910	1800
OVER $51000	0	0	0	0	0	0	0	1	4
UNDER $14000	3	2	0	5	1	4	2	7	4

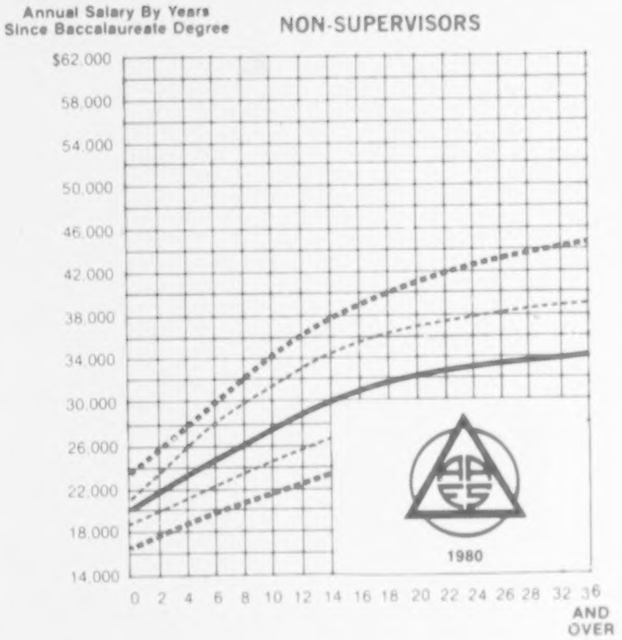
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37900	41650	44750	47100	48800	50000	50750	51300	51650
UPPER QUARTILE	33550	36550	39050	40950	42350	43300	43950	44400	44700
MEDIAN	29650	32000	33900	35350	36300	36850	37100	37150	36950
LOWER QUARTILE	26050	27900	29400	30550	31300	31700	31750	31550	30750
LOWER DECILE	23300	24600	25700	26500	27000	27250	27200	26950	26150
MEAN	30150	32600	34600	36100	37100	37650	37950	38000	37800
TOTAL NUMBER	5913	5672	5244	4931	4562	3946	5450	4671	3953
OVER $51000	37	83	178	280	341	384	623	603	532
UNDER $14000	19	14	7	5	1	2	6	6	4

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

ALL MANUFACTURING





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26250	27850	29450	31100	32800	34450	36100	37750	39350
UPPER QUARTILE	24150	25500	26850	28200	29600	30950	32300	33650	34950
MEDIAN	22500	23600	24700	25850	27000	28100	29200	30300	31400
LOWER QUARTILE	20200	21250	22300	23350	24400	25400	26350	27300	28200
LOWER DECILE	18650	19550	20400	21300	22150	23000	23800	24600	25400
MEAN	22700	23850	25050	26200	27400	28550	29700	30850	31950
TOTAL NUMBER	25	63	112	119	164	321	366	365	362
OVER $51000	0	0	0	0	0	0	0	1	4
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42300	46150	48950	50700	51550	51750	51550	51050	50300
UPPER QUARTILE	37450	40900	43850	46250	48100	49500	50400	51150	51500
MEDIAN	33400	36150	38450	40200	41550	42500	43150	43650	44000
LOWER QUARTILE	29850	32000	33750	35050	36050	36700	37150	37500	37700
LOWER DECILE	26800	28650	30050	31000	31650	32000	32200	32300	32250
MEAN	34000	36750	38950	40600	41750	42500	43000	43300	43500
TOTAL NUMBER	1666	1949	1948	2045	1817	1565	2196	1811	1457
OVER $51000	35	77	165	261	316	354	544	524	447
UNDER $14000	0	2	2	1	0	0	5	6	1

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23350	24650	25950	27200	28450	29700	30900	32050	33150
UPPER QUARTILE	21750	22850	24000	25050	26150	27200	28200	29200	30100
MEDIAN	20300	21150	22050	22900	23750	24600	25400	26200	26950
LOWER QUARTILE	19050	19650	20300	20950	21600	22250	22850	23500	24100
LOWER DECILE	17950	18450	18900	19400	19900	20350	20850	21300	21700
MEAN	20500	21400	22300	23200	24050	24900	25700	26500	27300
TOTAL NUMBER	2972	2542	2278	1844	1706	1939	1766	1545	1438
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	0	5	1	4	2	7	4

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35200	37900	40000	41650	42850	43650	44200	44650	44900
UPPER QUARTILE	31850	34050	35750	37000	37900	38500	38900	39250	39400
MEDIAN	28400	30300	31750	32800	33500	33900	34100	34150	34100
LOWER QUARTILE	25200	26700	27900	28750	29250	29500	29500	29200	28500
LOWER DECILE	22550	23600	24500	25100	25500	25700	25700	25500	24900
MEAN	28750	30550	32000	33050	33750	34200	34450	34650	34700
TOTAL NUMBER	4247	3723	3296	2886	2745	2381	3254	2860	2496
OVER $51000	2	6	13	19	25	30	79	79	85
UNDER $14000	19	12	5	4	1	2	1	0	3

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

ALL MANUFACTURING BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23200	24550	25900	27300	28700	30100	31500	32900	34250
UPPER QUARTILE	21750	22850	23950	25100	26200	27350	28450	29600	30650
MEDIAN	20250	21100	21950	22850	23750	24600	25500	26350	27200
LOWER QUARTILE	18950	19600	20250	20900	21550	22250	22900	23550	24200
LOWER DECILE	17850	18350	18850	19350	19850	20300	20800	21300	21750
MEAN	20450	21350	22250	23150	24050	24950	25900	26800	27650
TOTAL NUMBER	2997	2383	2045	1520	1415	1767	1626	1345	1198
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	3	2	0	5	1	4	2	7	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36850	40400	43500	46000	47950	49400	50350	51150	51500
UPPER QUARTILE	32750	35550	37900	39750	41150	42150	42800	43350	43700
MEDIAN	28800	31000	32850	34250	35250	35900	36200	36350	36200
LOWER QUARTILE	25450	27150	28550	29700	30450	30900	31000	30850	30050
LOWER DECILE	22650	23900	24950	25800	26400	26700	26800	26550	25650
MEAN	29350	31650	33600	35100	36150	36800	37150	37300	37150
TOTAL NUMBER	4087	3713	3429	3458	3408	3033	4408	3672	3130
OVER $51000	12	46	108	169	220	267	473	403	397
UNDER $14000	19	13	6	5	1	1	4	4	3

ALL MANUFACTURING BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25600	27050	28550	30100	31650	33200	34800	36350	37900
UPPER QUARTILE	24000	25200	26450	27700	28950	30200	31450	32700	33950
MEDIAN	22500	23500	24500	25550	26600	27650	28650	29700	30700
LOWER QUARTILE	20450	21350	22300	23250	24150	25050	25950	26800	27650
LOWER DECILE	18850	19650	20450	21250	22000	22800	23550	24250	24950
MEAN	22600	23650	24700	25750	26850	27900	29000	30050	31100
TOTAL NUMBER	25	50	103	94	143	273	303	274	244
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40850	44850	48000	50150	51350	51850	51750	51200	50250
UPPER QUARTILE	36350	39750	42700	45250	47350	48900	50050	51000	51600
MEDIAN	32600	35250	37500	39300	40700	41750	42450	43000	43400
LOWER QUARTILE	29150	31200	32850	34150	35150	35900	36400	36800	37050
LOWER DECILE	26250	27950	29300	30250	30950	31350	31600	31700	31750
MEAN	33050	35750	38000	39800	41100	41950	42500	42850	42950
TOTAL NUMBER	1157	1256	1271	1385	1322	1186	1754	1402	1166
OVER $51000	11	42	100	157	202	251	423	354	344
UNDER $14000	0	2	2	1	0	0	4	4	1

ALL MANUFACTURING BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23250	24500	25700	26900	28100	29250	30350	31450	32450
UPPER QUARTILE	21750	22750	23750	24750	25750	26700	27650	28550	29400
MEDIAN	20300	21050	21800	22600	23350	24100	24850	25550	26300
LOWER QUARTILE	19000	19600	20150	20700	21300	21850	22400	22950	23500
LOWER DECILE	17900	18350	18750	19200	19600	20000	20400	20800	21200
MEAN	20450	21300	22050	22850	23650	24450	25200	25900	26600
TOTAL NUMBER	2972	2333	1942	1426	1272	1494	1323	1071	954
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	0	5	1	4	2	7	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34400	36850	38800	40300	41400	42150	42700	43100	43300
UPPER QUARTILE	31000	33050	34700	35900	36800	37400	37850	38200	38400
MEDIAN	27600	29400	30850	31950	32700	33150	33400	33500	33400
LOWER QUARTILE	24500	25900	27050	27950	28550	28850	28900	28650	27750
LOWER DECILE	21950	22950	23800	24450	24900	25150	25250	25100	24400
MEAN	27950	29700	31100	32150	32900	33350	33650	33800	33850
TOTAL NUMBER	2930	2457	2158	2073	2086	1847	2654	2270	1964
OVER $51000	1	4	8	12	18	16	50	49	53
UNDER $14000	19	11	4	4	1	1	0	0	2

ALL MANUFACTURING MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26500	27800	29150	30500	31850	33250	34600	36000
UPPER QUARTILE	0	24000	25150	26300	27500	28650	29850	31050	32200
MEDIAN	0	22250	23200	24150	25100	26050	27000	27950	28850
LOWER QUARTILE	0	20900	21600	22300	23000	23750	24450	25200	25900
LOWER DECILE	0	19550	20150	20700	21300	21850	22450	23000	23550
MEAN	0	22850	23750	24700	25650	26600	27550	28500	29450
TOTAL NUMBER	0	222	328	422	428	435	448	474	522
OVER $51000	0	0	0	0	0	0	0	1	3
UNDER $14000	0	0	0	0	0	0	0	0	2
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38750	42550	45800	48350	50100	51150	51550	51450	50600
UPPER QUARTILE	34450	37650	40350	42550	44200	45300	46000	46400	46500
MEDIAN	30650	33150	35300	37000	38200	39000	39400	39550	39300
LOWER QUARTILE	27300	29250	30950	32350	33350	33950	34150	33950	32850
LOWER DECILE	24600	26050	27300	28300	29000	29400	29550	29400	28650
MEAN	31250	33800	35950	37650	38900	39650	40000	40000	39500
TOTAL NUMBER	1503	1541	1387	1139	925	764	871	822	668
OVER $51000	16	27	52	82	83	91	98	142	95
UNDER $14000	0	1	1	0	0	1	2	2	1

ALL MANUFACTURING MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33500	34850	36200	37550	38800	40100	41300	42500
UPPER QUARTILE	0	29650	30650	31700	32750	33850	34900	35950	37050
MEDIAN	0	26100	27100	28100	29100	30100	31100	32050	33000
LOWER QUARTILE	0	23050	23950	24900	25850	26800	27700	28600	29500
LOWER DECILE	0	19200	20350	21500	22650	23700	24750	25700	26650
MEAN	0	26750	27800	28800	29800	30850	31850	32800	33750
TOTAL NUMBER	0	13	6	24	19	45	57	82	105
OVER $51000	0	0	0	0	0	0	0	1	3
UNDER $14000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44650	47350	49350	50650	51350	51600	51500	51150	50500
UPPER QUARTILE	39150	42100	44800	47100	48900	50150	50950	51300	50850
MEDIAN	34850	37400	39550	41350	42700	43750	44400	45000	45350
LOWER QUARTILE	31150	33350	35200	36650	37700	38450	38950	39350	39600
LOWER DECILE	28250	30250	31700	32700	33350	33800	34050	34200	34250
MEAN	35600	38050	40100	41700	42850	43700	44200	44550	44650
TOTAL NUMBER	430	556	523	511	393	317	372	334	231
OVER $51000	16	26	48	77	77	81	85	122	72
UNDER $14000	0	0	0	0	0	0	1	2	0

ALL MANUFACTURING MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26600	27600	28650	29700	30700	31750	32750	33800
UPPER QUARTILE	0	24100	25100	26100	27050	28050	29000	29950	30850
MEDIAN	0	22400	23200	24000	24800	25600	26400	27150	27900
LOWER QUARTILE	0	21050	21650	22250	22850	23450	24050	24650	25250
LOWER DECILE	0	19800	20250	20750	21200	21700	22150	22600	23050
MEAN	0	22900	23700	24450	25250	26000	26750	27500	28250
TOTAL NUMBER	0	209	322	398	409	390	391	392	417
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	2
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35750	38450	40900	42900	44500	45750	46650	47400	48000
UPPER QUARTILE	32600	35000	36950	38550	39800	40700	41300	41850	42250
MEDIAN	29350	31350	33000	34300	35250	35850	36250	36400	36300
LOWER QUARTILE	26350	27950	29300	30350	31150	31700	31900	31850	31200
LOWER DECILE	23900	25050	26000	26800	27350	27700	27850	27800	27350
MEAN	29650	31600	33300	34650	35650	36350	36750	37000	36900
TOTAL NUMBER	1073	985	864	628	532	447	499	488	437
OVER $51000	0	1	4	5	6	10	13	20	23
UNDER $14000	0	1	1	0	0	1	1	0	1

ALL MANUFACTURING PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	31700	33000	34300	35600	36900	38150	39400
UPPER QUARTILE	0	0	29550	30450	31350	32300	33250	34200	35200
MEDIAN	0	0	26850	27600	28350	29100	29900	30700	31500
LOWER QUARTILE	0	0	24650	25300	25950	26650	27350	28000	28700
LOWER DECILE	0	0	23250	23800	24350	24900	25450	26000	26550
MEAN	0	0	27450	28200	29000	29800	30600	31450	32250
TOTAL NUMBER	0	0	17	21	27	58	58	91	80
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41850	45100	47850	49850	51150	51750	51900	51450	50300
UPPER QUARTILE	37150	40150	43050	45750	48100	50000	51250	51950	50550
MEDIAN	33150	35650	38150	40500	42650	44400	45750	46600	45450
LOWER QUARTILE	30100	32150	34150	36000	37550	38850	39750	40300	39650
LOWER DECILE	27700	29300	30850	32250	33400	34250	34800	34950	33650
MEAN	33900	36350	38700	40850	42700	44150	45100	45550	44300
TOTAL NUMBER	323	418	428	334	229	149	171	177	155
OVER $51000	9	10	18	29	38	26	52	58	40
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL MANUFACTURING PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	37250	42700	46300
UPPER QUARTILE	0	0	0	0	0	0	38450	39800	41100
MEDIAN	0	0	0	0	0	0	35650	36400	37100
LOWER QUARTILE	0	0	0	0	0	0	32800	33400	33950
LOWER DECILE	0	0	0	0	0	0	27550	28550	29450
MEAN	0	0	0	0	0	0	36450	37150	37850
TOTAL NUMBER	0	0	3	1	2	3	6	9	13
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

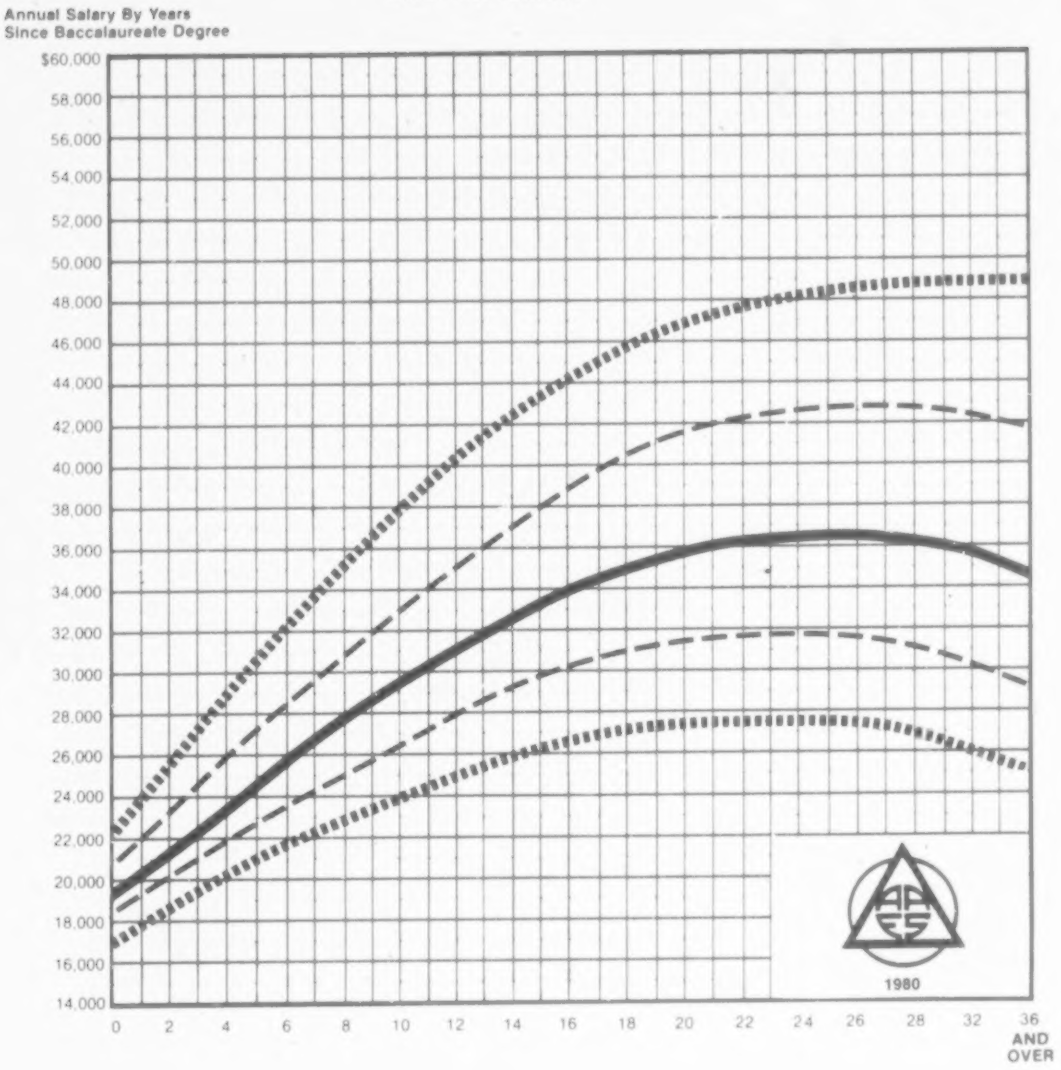
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	49550	50700	50900	50900	50900	50900	50900	50900	50900
UPPER QUARTILE	43350	46000	47950	49250	50150	50700	51050	51250	51300
MEDIAN	38600	40800	42950	45050	46950	48600	49950	51200	51500
LOWER QUARTILE	35100	36800	38450	40000	41500	42800	43900	45000	45750
LOWER DECILE	31200	33500	35300	36650	37700	38400	38850	39250	39500
MEAN	39200	41150	42950	44600	46000	47100	47950	48600	48700
TOTAL NUMBER	79	137	154	149	102	62	70	75	60
OVER $51000	8	9	17	27	37	22	36	48	31
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL MANUFACTURING PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	31700	32500	33300	34150	35000	35850	36700
UPPER QUARTILE	0	0	29050	29800	30500	31250	32000	32800	33550
MEDIAN	0	0	26800	27450	28050	28700	29350	30000	30700
LOWER QUARTILE	0	0	24750	25350	25900	26500	27050	27650	28250
LOWER DECILE	0	0	23400	23850	24350	24800	25300	25750	26250
MEAN	0	0	27150	27750	28400	29050	29700	30400	31050
TOTAL NUMBER	0	0	14	20	25	55	52	82	67
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38400	41000	43500	45900	48000	49750	51000	51850	50700
UPPER QUARTILE	35150	37500	39850	42100	44200	46000	47450	48600	48450
MEDIAN	32000	34050	36000	37900	39650	41150	42350	43350	43300
LOWER QUARTILE	29400	31150	32800	34300	35650	36700	37400	37800	36850
LOWER DECILE	27150	28500	29750	30850	31750	32450	32850	32950	31900
MEAN	32400	34400	36350	38200	39850	41200	42200	42950	42350
TOTAL NUMBER	244	281	274	185	127	87	101	102	95
OVER $51000	1	1	1	2	1	4	16	10	9
UNDER $14000	0	0	0	0	0	0	0	0	0

AEROSPACE
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22300	23900	25550	27200	28850	30550	32150	33750	35300
UPPER QUARTILE	21000	22200	23450	24750	26050	27350	28650	29950	31200
MEDIAN	19500	20500	21550	22600	23650	24700	25750	26800	27800
LOWER QUARTILE	18300	19150	20000	20800	21650	22500	23350	24200	25000
LOWER DECILE	17350	18000	18700	19350	20000	20650	21300	21900	22500
MEAN	19800	20850	21900	23000	24100	25200	26250	27350	28400
TOTAL NUMBER	427	392	355	354	368	324	344	301	342
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	1	0	1	0	2	1

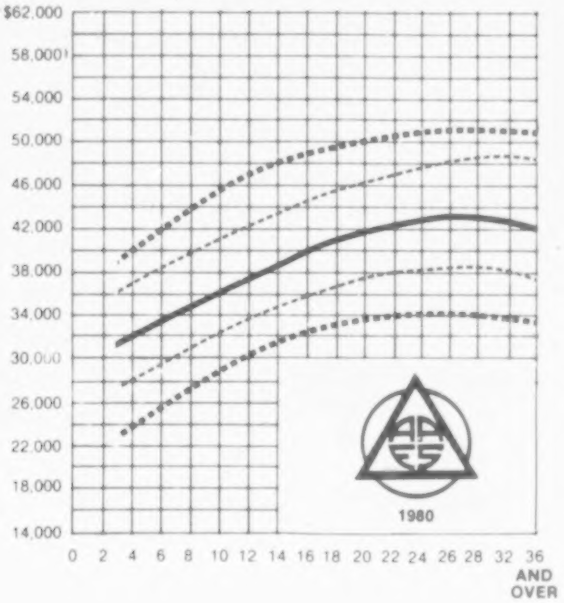
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38150	41750	44450	46250	47400	48050	48400	48600	48700
UPPER QUARTILE	33600	36800	39300	41000	42000	42350	42350	42050	41450
MEDIAN	29700	32250	34200	35500	36200	36400	36200	35700	34800
LOWER QUARTILE	26500	28500	30050	31000	31500	31500	31200	30500	29300
LOWER DECILE	23650	25050	26150	26800	27050	27050	26750	26150	25000
MEAN	30350	32900	34850	36100	36800	36950	36850	36400	35700
TOTAL NUMBER	1049	1092	1155	1361	1242	956	1354	829	722
OVER $51000	8	4	16	44	50	65	79	38	34
UNDER $14000	16	7	2	2	1	1	0	0	2

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — —
Median	━━━━
Lower Quartile	— — —
Lower Decile	▪▪▪▪▪▪▪▪

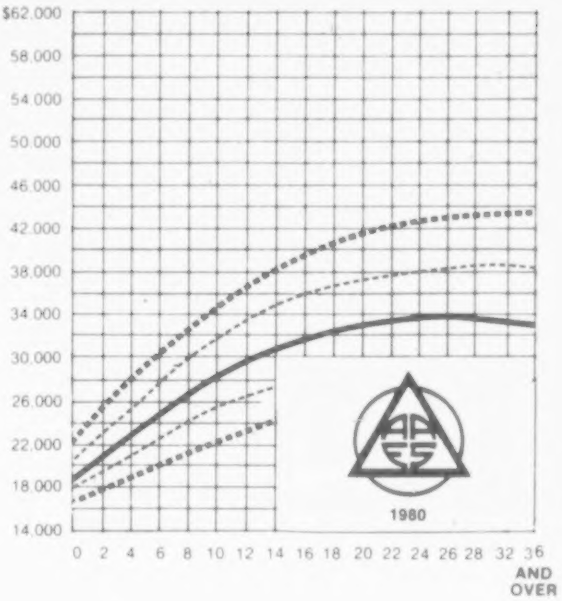
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	39650	40700	41700	42700	43600	44450
UPPER QUARTILE	0	0	0	36600	37300	38000	38700	39400	40100
MEDIAN	0	0	0	31350	32200	33000	33800	34600	35350
LOWER QUARTILE	0	0	0	27100	28000	28950	29850	30700	31550
LOWER DECILE	0	0	0	23050	24150	25200	26200	27200	28150
MEAN	0	0	0	31800	32650	33500	34350	35150	35900
TOTAL NUMBER	1	0	3	8	6	13	19	27	44
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	46050	48000	49400	50350	50950	51200	51250	51150	50850
UPPER QUARTILE	41450	43350	45100	46600	47850	48800	49350	49600	48650
MEDIAN	36850	38900	40650	42000	42950	43550	43750	43550	42550
LOWER QUARTILE	33100	35150	36750	37850	38500	38800	38800	38500	37850
LOWER DECILE	29800	31800	33100	33900	34250	34300	34250	34100	33900
MEAN	37400	39350	40950	42150	42950	43400	43550	43400	42750
TOTAL NUMBER	172	214	295	401	372	289	396	206	168
OVER $51000	8	4	15	42	47	60	65	30	26
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22400	23900	25350	26800	28250	29600	30950	32200	33400
UPPER QUARTILE	20950	22150	23400	24650	25900	27050	28200	29300	30350
MEDIAN	19500	20500	21500	22500	23500	24450	25450	26350	27250
LOWER QUARTILE	18350	19150	19950	20750	21550	22350	23150	23900	24600
LOWER DECILE	17500	18100	18700	19300	19900	20450	21000	21550	22050
MEAN	19800	20800	21800	22800	23800	24800	25750	26650	27550
TOTAL NUMBER	426	392	352	346	362	311	325	274	298
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	1	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35550	38200	40200	41650	42600	43200	43550	43800	43850
UPPER QUARTILE	32250	34550	36150	37250	37850	38200	38350	38450	38450
MEDIAN	28950	31000	32500	33450	33900	34000	33850	33500	33000
LOWER QUARTILE	25950	27650	28850	29600	29850	29800	29450	28900	27950
LOWER DECILE	23000	24200	25000	25500	25700	25700	25450	25050	24300
MEAN	29150	31200	32650	33600	34050	34200	34200	33950	33650
TOTAL NUMBER	877	878	860	960	870	667	958	623	554
OVER $51000	0	0	1	2	3	5	14	8	8
UNDER $14000	16	7	2	2	1	1	0	0	2

LEGEND

Upper Decile	······
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	······

AEROSAPCE BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22250	23400	24600	25850	27100	28400	29700	31000	32300
UPPER QUARTILE	20850	21850	22900	23950	25050	26150	27250	28350	29400
MEDIAN	19400	20300	21150	22050	22950	23850	24750	25650	26550
LOWER QUARTILE	18200	18950	19700	20450	21200	21950	22700	23450	24150
LOWER DECILE	17450	17950	18500	19000	19550	20050	20600	21100	21600
MEAN	19650	20500	21400	22300	23200	24100	25050	25950	26850
TOTAL NUMBER	427	358	267	230	254	207	209	175	155
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	1	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34900	38500	41550	43950	45500	46350	46550	46250	45250
UPPER QUARTILE	31550	34500	37000	38900	40050	40650	40650	40200	39000
MEDIAN	28300	30650	32600	34000	34850	35150	35050	34450	33050
LOWER QUARTILE	25550	27400	28850	29850	30400	30450	30150	29400	27850
LOWER DECILE	22550	23800	24850	25550	26000	26100	25950	25350	23900
MEAN	28600	31000	33000	34450	35400	35750	35700	35150	33800
TOTAL NUMBER	600	597	667	888	866	637	948	583	524
OVER $51000	1	0	7	14	19	27	34	18	20
UNDER $14000	16	7	2	2	1	1	0	0	2

AEROSPACE BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	35050	36650	38150	39550
UPPER QUARTILE	0	0	0	0	0	33100	34100	35100	36100
MEDIAN	0	0	0	0	0	30000	30900	31850	32750
LOWER QUARTILE	0	0	0	0	0	26350	27400	28450	29450
LOWER DECILE	0	0	0	0	0	22400	23550	24650	25750
MEAN	0	0	0	0	0	29650	30750	31800	32850
TOTAL NUMBER	1	0	1	2	4	7	11	10	12
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42050	45100	47300	48900	49900	50600	50950	51200	51300
UPPER QUARTILE	38050	40700	43050	44950	46350	47350	47900	48100	47700
MEDIAN	34500	36850	38900	40500	41600	42300	42600	42500	41850
LOWER QUARTILE	31350	33700	35500	36650	37300	37550	37550	37400	37050
LOWER DECILE	27700	30150	31850	32800	33250	33350	33250	33000	32750
MEAN	34750	37300	39300	40750	41700	42200	42400	42300	42000
TOTAL NUMBER	81	99	160	225	223	175	256	126	112
OVER $51000	1	0	6	14	17	26	29	14	16
UNDER $14000	0	0	0	0	0	0	0	0	0

AEROSPACE BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22350	23400	24500	25650	26750	27850	28950	30050	31150
UPPER QUARTILE	20850	21850	22850	23850	24850	25900	26850	27850	28800
MEDIAN	19450	20300	21150	22000	22850	23700	24550	25400	26200
LOWER QUARTILE	18300	19000	19700	20400	21100	21800	22450	23150	23800
LOWER DECILE	17500	17950	18450	18950	19450	19950	20400	20850	21300
MEAN	19700	20500	21350	22150	23000	23850	24650	25450	26250
TOTAL NUMBER	426	358	266	228	250	200	198	165	143
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	1	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33200	35900	38100	39700	40750	41300	41500	41450	41100
UPPER QUARTILE	30600	33000	34850	36100	36850	37150	37100	36750	36100
MEDIAN	27750	29800	31400	32500	33100	33250	33100	32600	31550
LOWER QUARTILE	25050	26650	27900	28700	29050	29050	28700	27950	26500
LOWER DECILE	22100	23200	24050	24650	25000	25050	24950	24550	23550
MEAN	27750	29750	31300	32400	33050	33250	33200	32750	31850
TOTAL NUMBER	519	498	507	663	643	462	692	457	412
OVER $51000	0	0	1	0	2	1	5	4	4
UNDER $14000	16	7	2	2	1	1	0	0	2

AEROSPACE MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26050	27800	29500	31200	32850	34450	35950	37400
UPPER QUARTILE	0	24150	25350	26550	27800	29100	30350	31600	32850
MEDIAN	0	21850	22950	24050	25200	26300	27400	28450	29500
LOWER QUARTILE	0	20600	21400	22250	23100	23950	24750	25550	26350
LOWER DECILE	0	19550	20150	20800	21400	22000	22600	23200	23800
MEAN	0	22750	23800	24850	25900	26950	28000	29050	30050
TOTAL NUMBER	0	34	85	118	109	106	119	98	155
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40050	43300	45750	47500	48650	49400	49850	50100	50200
UPPER QUARTILE	35250	38550	41250	43200	44350	44850	44800	44250	43050
MEDIAN	31500	34100	36100	37500	38350	38750	38800	38650	38300
LOWER QUARTILE	27850	29850	31450	32600	33300	33650	33700	33500	32950
LOWER DECILE	24900	26400	27600	28550	29150	29450	29500	29250	28500
MEAN	31950	34500	36500	37950	38800	39150	39200	38900	38300
TOTAL NUMBER	355	387	377	388	318	270	331	196	149
OVER $51000	4	2	8	20	17	29	24	12	4
UNDER $14000	0	0	0	0	0	0	0	0	0

AEROSPACE MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	44250	0	45250	45700	46150	46600
UPPER QUARTILE	0	0	0	38750	0	40000	40650	41250	41850
MEDIAN	0	0	0	34950	0	36150	36750	37350	37950
LOWER QUARTILE	0	0	0	29150	0	30850	31650	32450	33250
LOWER DECILE	0	0	0	27400	0	28500	29050	29600	30100
MEAN	0	0	0	35050	0	36250	36800	37400	37950
TOTAL NUMBER	0	0	0	6	2	6	8	15	28
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	47450	48600	49550	50350	50900	51250	51400	51250	50300
UPPER QUARTILE	43050	44750	46250	47550	48650	49400	49850	49950	48700
MEDIAN	39050	40600	42000	43100	43950	44400	44550	44150	42000
LOWER QUARTILE	34700	36600	38100	39150	39800	40000	39950	39500	38500
LOWER DECILE	31150	32600	33900	35000	35850	36350	36500	36200	34350
MEAN	39050	40600	41950	43050	43950	44450	44700	44450	42600
TOTAL NUMBER	74	77	109	143	117	92	114	65	42
OVER $51000	4	2	8	19	16	26	23	10	3
UNDER $14000	0	0	0	0	0	0	0	0	0

AEROSPACE MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26600	27700	28850	29950	31100	32250	33350	34450
UPPER QUARTILE	0	23950	25150	26300	27500	28600	29750	30800	31850
MEDIAN	0	21900	22950	23950	24950	25950	26900	27850	28750
LOWER QUARTILE	0	20600	21400	22200	23000	23750	24500	25200	25900
LOWER DECILE	0	19600	20200	20750	21350	21900	22400	22950	23450
MEAN	0	22650	23600	24500	25450	26350	27250	28100	28900
TOTAL NUMBER	0	34	85	112	107	100	111	83	127
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36550	39400	41800	43600	44850	45550	45800	45750	45200
UPPER QUARTILE	33700	36100	37950	39200	40100	40650	40950	41150	41250
MEDIAN	30350	32400	33850	34850	35400	35700	35750	35700	35550
LOWER QUARTILE	27150	28750	30000	30850	31350	31650	31750	31750	31600
LOWER DECILE	24350	25550	26500	27200	27600	27850	27950	27850	27650
MEAN	30450	32450	34000	35150	35850	36250	36400	36450	36300
TOTAL NUMBER	281	310	268	245	201	178	217	131	107
OVER $51000	0	0	0	1	1	3	1	2	1
UNDER $14000	0	0	0	0	0	0	0	0	0

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                              AEROSPACE PHD ALL

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0       0   30650   32500   34300   36100   37850   39500
  UPPER QUARTILE       0       0       0   28850   30050   31300   32550   33850   35150
          MEDIAN       0       0       0   26900   27850   28750   29700   30700   31650
  LOWER QUARTILE       0       0       0   25800   26450   27100   27700   28350   29050
    LOWER DECILE       0       0       0   24550   25000   25400   25850   26300   26700

            MEAN       0       0       0   27750   28650   29600   30550   31500   32450

    TOTAL NUMBER       0       0       3       6       5      11      16      28      32
    OVER  $51000       0       0       0       0       0       0       0       0       0
    UNDER $14000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-34     35+

    UPPER DECILE   42600   46300   48900   50400   51100   51300   51250   51000   50700
  UPPER QUARTILE   37700   41400   44750   47550   49600   50800   51300   51000   49250
          MEDIAN   33600   36550   39300   41800   43850   45350   46200   46350   44450
  LOWER QUARTILE   30350   32300   34250   36050   37650   39000   40000   40650   39900
    LOWER DECILE   27600   28900   30150   31350   32450   33500   34350   35200   35900

            MEAN   34350   37050   39500   41600   43250   44350   45000   45100   44200

    TOTAL NUMBER      94     108     111      85      58      49      75      50      49
    OVER  $51000       3       2       1      10      14       9      21       8      10
    UNDER $14000       0       0       0       0       0       0       0       0       0



                              AEROSPACE PHD SUP

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0       0       0       0       0       0       0       0
  UPPER QUARTILE       0       0       0       0       0       0       0       0       0
          MEDIAN       0       0       0       0       0       0       0       0       0
  LOWER QUARTILE       0       0       0       0       0       0       0       0       0
    LOWER DECILE       0       0       0       0       0       0       0       0       0

            MEAN       0       0       0       0       0       0       0       0       0

    TOTAL NUMBER       0       0       2       0       0       0       0       2       4
    OVER  $51000       0       0       0       0       0       0       0       0       0
    UNDER $14000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-34     35+

    UPPER DECILE   50000   50250   50500   50700   50850   51000   51050   51150   51100
  UPPER QUARTILE   46900   48000   48950   49800   50450   51000   51350   51500   51000
          MEDIAN   42000   43900   45650   47200   48600   49700   50550   51150   50650
  LOWER QUARTILE   38400   40050   41600   43050   44300   45350   46100   46750   46500
    LOWER DECILE   36000   37350   38550   39600   40450   41150   41700   42200   42650

            MEAN   42650   44050   45350   46500   47550   48350   48950   49400   49150

    TOTAL NUMBER      17      38      26      33      32      22      26      15      14
    OVER  $51000       3       2       1       9      14       8      13       6       7
    UNDER $14000       0       0       0       0       0       0       0       0       0



                              AEROSPACE PHD NONSUP

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0       0   30900   32000   33100   34250   35350   36500
  UPPER QUARTILE       0       0       0   28950   29800   30700   31650   32550   33500
          MEDIAN       0       0       0   27900   28500   29100   29700   30300   30900
  LOWER QUARTILE       0       0       0   26450   26900   27300   27750   28200   28650
    LOWER DECILE       0       0       0   24600   24950   25300   25700   26050   26400

            MEAN       0       0       0   27950   28600   29250   29900   30600   31250

    TOTAL NUMBER       0       0       1       6       5      11      16      26      28
    OVER  $51000       0       0       0       0       0       0       0       0       0
    UNDER $14000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-34     35+

    UPPER DECILE   38750   42000   45000   47500   49450   50700   51350   51350   49950
  UPPER QUARTILE   35350   38150   40800   43250   45300   46900   47950   48500   47500
          MEDIAN   32100   33950   35800   37550   39200   40650   41950   43200   43950
  LOWER QUARTILE   29500   30850   32100   33300   34400   35400   36250   37150   37850
    LOWER DECILE   27100   28150   29200   30150   31000   31800   32500   33150   33750

            MEAN   32600   34550   36500   38300   39900   41250   42300   43050   42500

    TOTAL NUMBER      77      70      85      52      26      27      49      35      35
    OVER  $51000       0       0       0       1       0       1       8       2       3
    UNDER $14000       0       0       0       0       0       0       0       0       0
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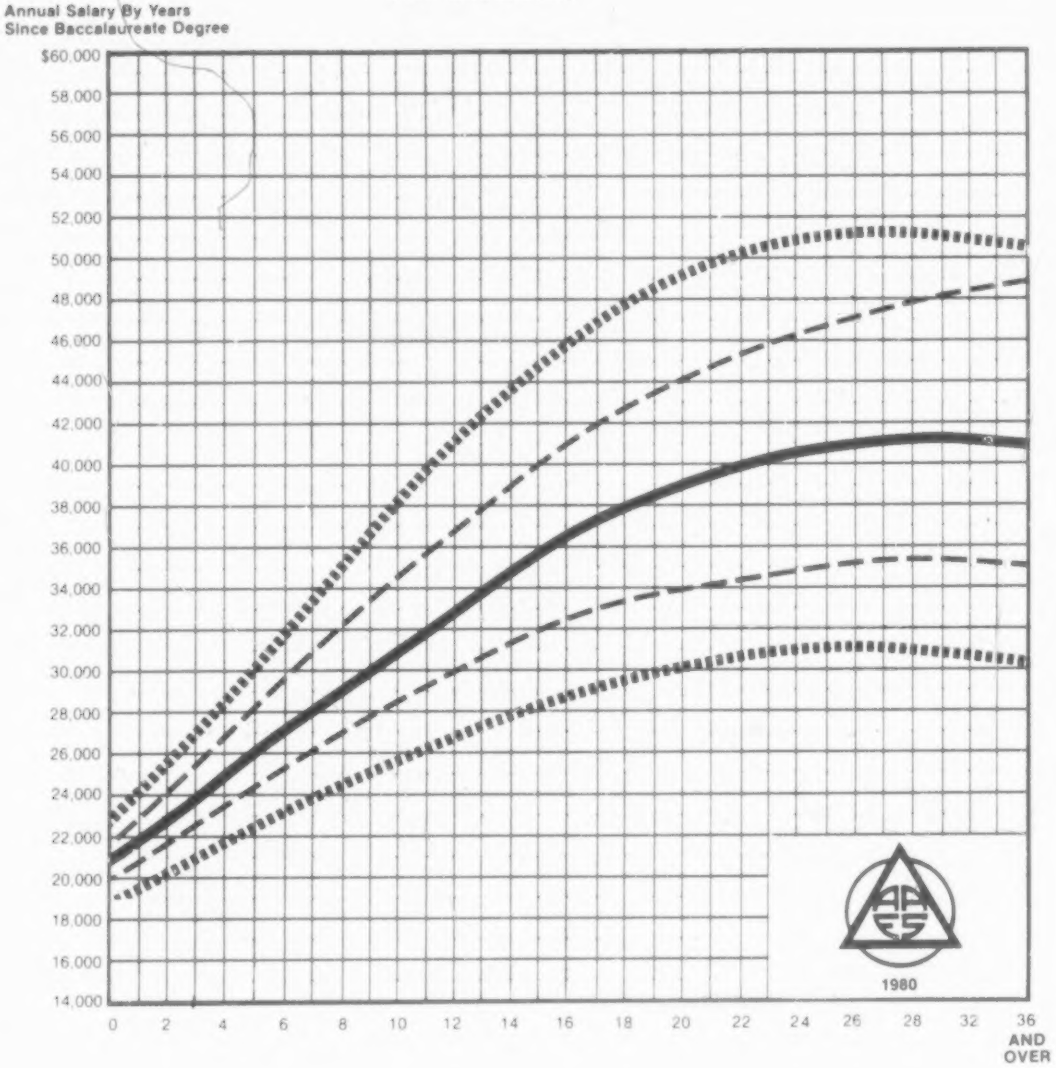
CHEMICALS
ALL ENGINEERS

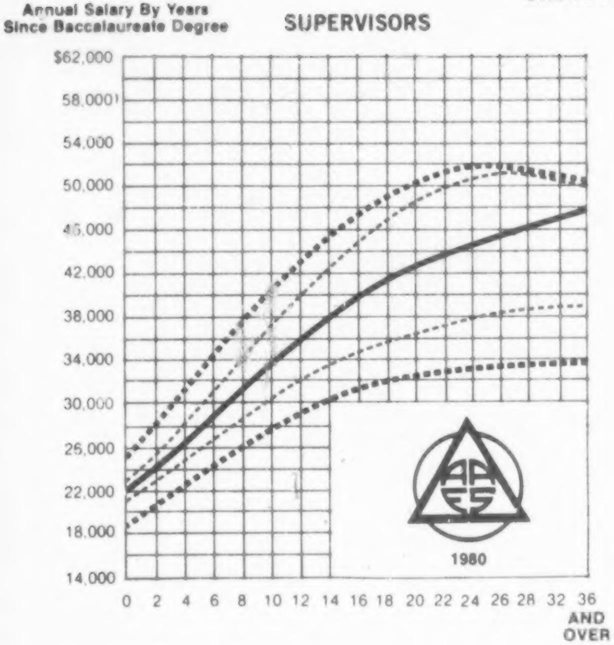


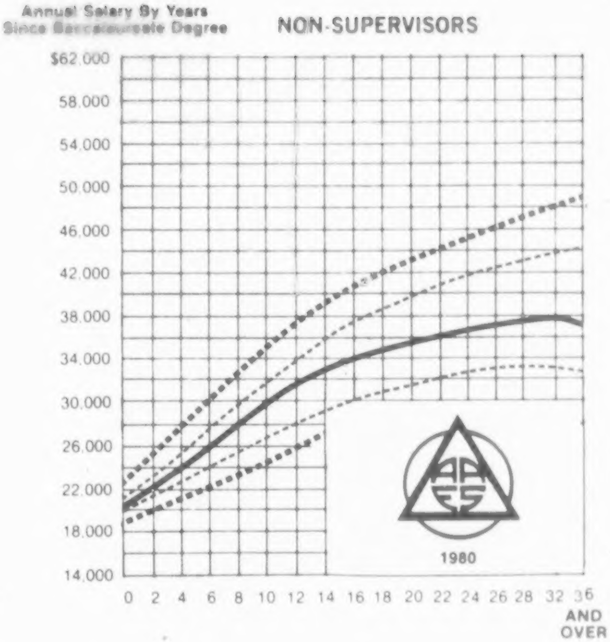
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22800	24150	25600	27100	28650	30200	31800	33450	35050
UPPER QUARTILE	21900	23100	24350	25600	26850	28100	29400	30700	31950
MEDIAN	21000	22000	23050	24100	25100	26150	27200	28250	29300
LOWER QUARTILE	20050	20900	21750	22600	23500	24350	25200	26050	26650
LOWER DECILE	19250	19900	20550	21250	21900	22550	23250	23900	24500
MEAN	21050	22050	23100	24200	25250	26350	27450	28500	29600
TOTAL NUMBER	618	499	466	400	298	523	519	408	277
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38200	42600	46300	49000	50750	51550	51750	51400	50500
UPPER QUARTILE	34450	37900	40900	43400	45300	46650	47600	48350	48900
MEDIAN	31250	33950	36250	38000	39250	40100	40550	40750	40700
LOWER QUARTILE	28450	30550	32250	33550	34450	34950	35200	35200	35000
LOWER DECILE	25700	27350	28700	29750	30450	30850	31000	30850	30300
MEAN	31650	34450	36800	38600	39900	40700	41100	41250	41150
TOTAL NUMBER	1190	1216	1167	888	861	762	1464	1312	1167
OVER $51000	3	22	60	84	118	114	244	252	257
UNDER $14000	0	1	0	0	0	0	5	6	1

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	▬▬▬
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25400	26800	28300	29800	31350	32950	34550	36100	37700
UPPER QUARTILE	23600	24850	26100	27400	28750	30150	31550	33000	34450
MEDIAN	22600	23700	24800	25950	27100	28250	29350	30500	31650
LOWER QUARTILE	21200	22200	23200	24250	25250	26250	27250	28200	29150
LOWER DECILE	19550	20600	21650	22700	23700	24700	25650	26550	27400
MEAN	22550	23700	24850	26050	27250	28450	29650	30900	32050
TOTAL NUMBER	16	24	53	44	56	146	161	125	86
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40750	44900	48200	50500	51800	52250	52100	51350	49950
UPPER QUARTILE	37350	41500	45200	48150	50250	51450	51900	51600	50300
MEDIAN	33900	37000	39800	42150	44000	45450	46500	47400	48100
LOWER QUARTILE	31000	33400	35350	36850	37900	38550	39000	39250	39350
LOWER DECILE	28950	30800	32100	32950	33400	33700	33800	33850	33850
MEAN	34400	37550	40200	42300	43750	44600	45100	45250	45100
TOTAL NUMBER	438	496	472	414	392	335	612	537	439
OVER $51000	2	21	60	82	113	108	214	216	201
UNDER $14000	0	0	0	0	0	0	5	6	1

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22700	23950	25250	26500	27800	29100	30350	31600	32850
UPPER QUARTILE	21850	22950	24050	25150	26250	27350	28450	29550	30600
MEDIAN	21050	21950	22850	23800	24700	25600	26550	27450	28300
LOWER QUARTILE	20200	20900	21600	22300	23050	23750	24450	25150	25850
LOWER DECILE	19350	19900	20450	21000	21550	22100	22650	23200	23700
MEAN	21050	21950	22900	23800	24750	25650	26600	27500	28350
TOTAL NUMBER	602	475	413	356	242	377	358	283	191
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35200	38450	41200	43450	45150	46450	47400	48200	48700
UPPER QUARTILE	32600	35350	37700	39600	41050	42100	42900	43550	44000
MEDIAN	30000	32300	34250	35750	36850	37500	37900	38050	37950
LOWER QUARTILE	27150	29000	30550	31800	32700	33250	33550	33550	33150
LOWER DECILE	24750	26150	27350	28350	29100	29550	29750	29700	29150
MEAN	30050	32350	34250	35750	36850	37650	38150	38500	38700
TOTAL NUMBER	752	720	695	474	469	427	852	775	728
OVER $51000	1	1	0	2	5	6	30	36	56
UNDER $14000	0	1	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

CHEMICALS BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22750	24200	25650	27200	28750	30350	31950	33550	35200
UPPER QUARTILE	21900	23100	24400	25650	26950	28250	29550	30800	32050
MEDIAN	21000	22050	23050	24100	25150	26200	27250	28300	29300
LOWER QUARTILE	20050	20900	21800	22650	23550	24400	25250	26050	26850
LOWER DECILE	19250	19900	20600	21250	21950	22600	23250	23900	24500
MEAN	21000	22050	23150	24250	25300	26400	27500	28550	29650
TOTAL NUMBER	618	455	406	335	221	435	437	287	170
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38350	42700	46250	48850	50500	51300	51550	51350	50700
UPPER QUARTILE	34500	37800	40550	42800	44500	45750	46600	47300	47800
MEDIAN	31200	33800	35900	37500	38600	39300	39700	39850	39800
LOWER QUARTILE	28350	30350	31900	33000	33750	34200	34450	34500	34450
LOWER DECILE	25700	27250	28500	29400	30000	30300	30350	30200	29700
MEAN	31650	34350	36550	38200	39350	40050	40400	40500	40450
TOTAL NUMBER	835	807	751	612	656	600	1259	924	870
OVER $51000	2	12	42	56	85	87	195	146	182
UNDER $14000	0	1	0	0	0	0	4	4	1

CHEMICALS BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24900	26350	27900	29500	31100	32750	34350	36000	37650
UPPER QUARTILE	23550	24800	26050	27350	28650	30050	31400	32800	34250
MEDIAN	22500	23600	24700	25850	26950	28100	29250	30400	31500
LOWER QUARTILE	21000	22050	23100	24150	25150	26200	27200	28200	29100
LOWER DECILE	19450	20550	21650	22700	23750	24750	25700	26600	27450
MEAN	22350	23550	24700	25950	27150	28350	29600	30800	32000
TOTAL NUMBER	16	21	52	41	50	132	150	104	59
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40750	45000	48300	50550	51750	52150	51950	51250	50050
UPPER QUARTILE	37100	41200	44850	47800	49950	51200	51750	51550	50400
MEDIAN	33700	36750	39400	41550	43200	44350	45150	45750	46100
LOWER QUARTILE	30900	33150	34950	36250	37150	37700	38050	38250	38350
LOWER DECILE	28900	30600	31800	32500	32900	33150	33250	33300	33300
MEAN	34300	37400	39950	41850	43150	43950	44350	44500	44350
TOTAL NUMBER	337	331	314	295	309	268	526	389	340
OVER $51000	1	12	42	55	83	83	173	129	143
UNDER $14000	0	0	0	0	0	0	4	4	1

CHEMICALS BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22700	24000	25300	26600	27900	29200	30500	31750	32950
UPPER QUARTILE	21850	22950	24050	25200	26300	27400	28500	29550	30600
MEDIAN	21050	21950	22850	23750	24700	25600	26500	27350	28200
LOWER QUARTILE	20200	20900	21600	22250	22950	23650	24350	25000	25700
LOWER DECILE	19350	19900	20400	20950	21500	22000	22550	23050	23550
MEAN	21050	21950	22900	23800	24750	25650	26550	27450	28300
TOTAL NUMBER	602	434	354	294	171	303	287	183	111
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35300	38400	40950	43000	44600	45700	46500	47150	47550
UPPER QUARTILE	32550	35150	37350	39050	40350	41250	41900	42450	42800
MEDIAN	29850	32050	33850	35200	36150	36750	37100	37250	37200
LOWER QUARTILE	26950	28700	30150	31350	32150	32650	32900	32900	32450
LOWER DECILE	24550	25900	27050	28000	28650	29100	29200	29050	28200
MEAN	29900	32100	33850	35250	36250	36950	37400	37700	37900
TOTAL NUMBER	498	476	437	317	347	332	733	535	530
OVER $51000	1	0	0	1	2	4	22	17	39
UNDER $14000	0	1	0	0	0	0	0	0	0

CHEMICALS MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24000	25350	26700	28100	29600	31100	32600	34150
UPPER QUARTILE	0	23250	24300	25400	26450	27600	28750	29900	31100
MEDIAN	0	22150	23000	23950	24850	25800	26750	27700	28650
LOWER QUARTILE	0	21100	21800	22500	23250	24000	24750	25500	26250
LOWER DECILE	0	20150	20700	21250	21750	22350	22900	23450	24000
MEAN	0	22250	23150	24100	25000	25950	26950	27900	28900
TOTAL NUMBER	0	44	60	65	75	76	70	104	93
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37300	41800	45800	49000	51150	52300	52500	51900	50000
UPPER QUARTILE	33500	37100	40550	43650	46250	48250	49600	50550	50750
MEDIAN	30550	33300	35800	38050	39850	41200	42150	42900	43250
LOWER QUARTILE	27800	30000	32050	33850	35300	36350	36950	37100	36150
LOWER DECILE	25150	26850	28450	29950	31200	32200	32850	33050	31700
MEAN	30900	33800	36450	38750	40650	41950	42750	43100	42500
TOTAL NUMBER	272	280	271	165	126	113	146	293	236
OVER $51000	1	5	12	16	25	16	28	73	57
UNDER $14000	0	0	0	0	0	0	1	2	0

CHEMICALS MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	30100	31800	33500	35200	36900
UPPER QUARTILE	0	0	0	0	28850	30200	31550	32950	34350
MEDIAN	0	0	0	0	28150	29000	29900	30800	31750
LOWER QUARTILE	0	0	0	0	26100	26800	27550	28350	29100
LOWER DECILE	0	0	0	0	24300	24950	25650	26350	27050
MEAN	0	0	0	0	27550	28600	29700	30750	31850
TOTAL NUMBER	0	3	1	3	6	14	10	20	23
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40250	44750	48350	50750	52100	52450	52200	51350	50000
UPPER QUARTILE	37200	41350	45100	48150	50400	51700	52200	51850	50200
MEDIAN	33650	36550	39500	42400	45100	47450	49300	50900	50900
LOWER QUARTILE	30650	32900	35150	37200	39100	40650	41950	43050	43750
LOWER DECILE	28450	30450	32300	33900	35200	36100	36650	36700	35450
MEAN	34050	37200	40100	42600	44550	46000	46850	47350	47100
TOTAL NUMBER	85	127	105	75	58	47	63	113	75
OVER $51000	1	5	12	16	22	15	26	59	43
UNDER $14000	0	0	0	0	0	0	1	2	0

CHEMICALS MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24050	25150	26250	27350	28500	29600	30750	31850
UPPER QUARTILE	0	23150	24100	25100	26050	27050	28050	29000	30000
MEDIAN	0	22200	23000	23750	24600	25400	26200	27050	27850
LOWER QUARTILE	0	21250	21850	22450	23050	23650	24300	24900	25550
LOWER DECILE	0	20200	20650	21100	21550	22050	22500	23000	23500
MEAN	0	22200	23000	23800	24600	25400	26200	27000	27800
TOTAL NUMBER	0	41	59	62	69	62	60	84	70
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34100	37300	40250	42850	45100	46900	48300	49650	50650
UPPER QUARTILE	31900	34650	37200	39400	41250	42800	44000	45150	46150
MEDIAN	29450	31750	33900	35750	37250	38400	39200	39800	40050
LOWER QUARTILE	26800	28650	30400	31950	33350	34400	35150	35650	35350
LOWER DECILE	24450	25900	27300	28600	29750	30700	31450	32000	31600
MEAN	29450	31750	33900	35750	37350	38550	39450	40200	40600
TOTAL NUMBER	187	153	166	90	68	66	83	180	161
OVER $51000	0	0	0	0	3	1	2	14	14
UNDER $14000	0	0	0	0	0	0	0	0	0

CHEMICALS PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	30100	31850	33600	35350
UPPER QUARTILE	0	0	0	0	0	29200	30450	31750	33050
MEDIAN	0	0	0	0	0	27450	28450	29450	30500
LOWER QUARTILE	0	0	0	0	0	25800	26700	27600	28500
LOWER DECILE	0	0	0	0	0	24250	25100	26000	26850
MEAN	0	0	0	0	0	27400	28550	29650	30800
TOTAL NUMBER	0	0	0	0	2	12	12	17	14
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38750	43450	47250	49900	51400	52000	51900	51300	50300
UPPER QUARTILE	35700	39500	43000	46000	48300	49900	50800	51250	50850
MEDIAN	32550	35700	38750	41500	43800	45550	46600	47000	45750
LOWER QUARTILE	30350	33100	35650	37900	39650	40800	41250	40850	38350
LOWER DECILE	28550	31050	33250	35000	36200	36700	36550	35500	32300
MEAN	33100	36450	39500	42100	44050	45250	45800	45700	44250
TOTAL NUMBER	83	129	145	111	79	49	59	95	61
OVER $51000	0	5	6	12	8	11	21	33	18
UNDER $14000	0	0	0	0	0	0	0	0	0

CHEMICALS PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	1	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

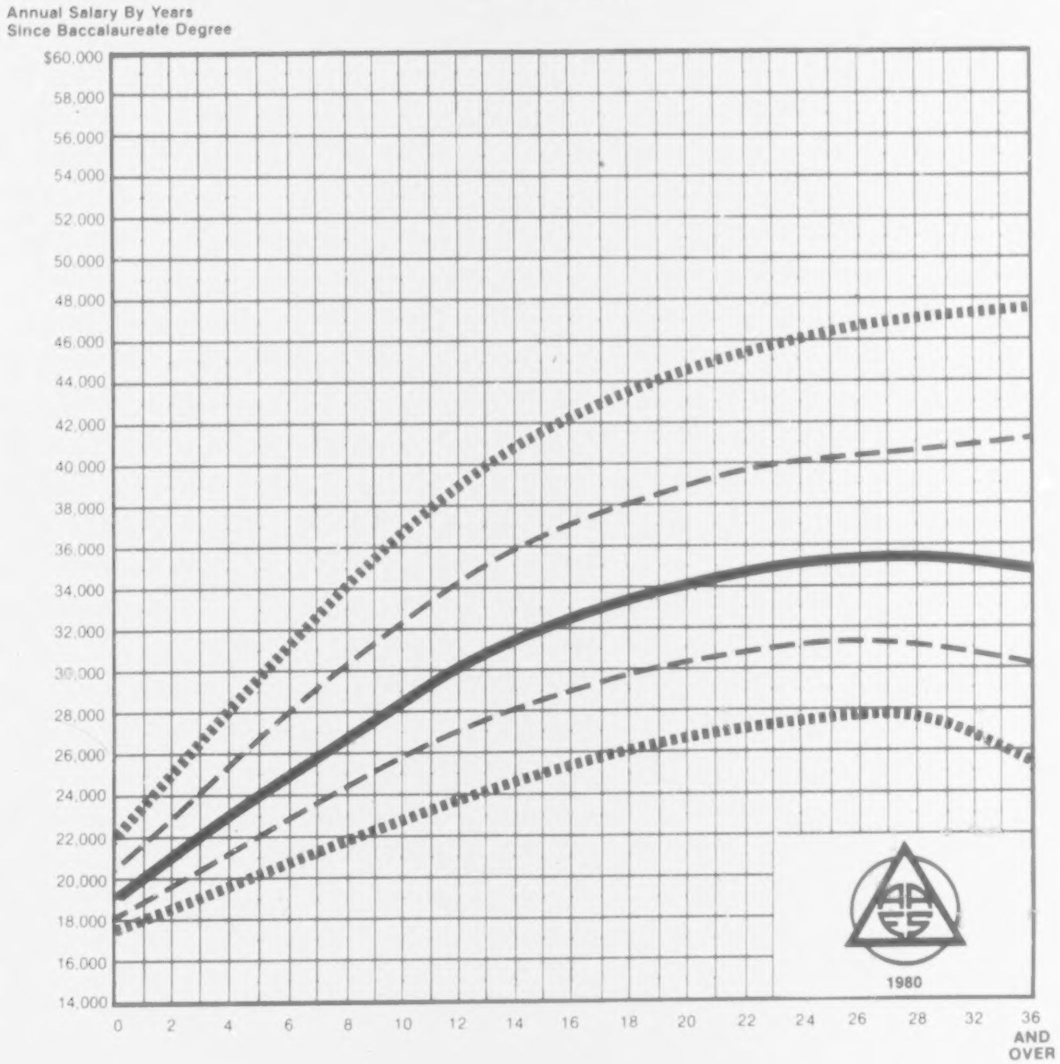
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40800	51000	51150	51050	51000	51000	51000	51000	51000
UPPER QUARTILE	38750	43850	47600	49950	51150	51550	51450	51150	50750
MEDIAN	36900	40250	43350	46000	48100	49650	50650	51250	51100
LOWER QUARTILE	34300	36950	39550	42050	44350	46300	47750	48800	47850
LOWER DECILE	33000	35100	37150	39000	40650	42000	42950	43500	42450
MEAN	37250	40700	43650	46050	47800	48950	49600	49800	49500
TOTAL NUMBER	16	38	53	44	25	20	23	35	24
OVER $51000	0	4	6	11	8	10	15	28	15
UNDER $14000	0	0	0	0	0	0	0	0	0

CHEMICALS PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	30200	31450	32700	33950
UPPER QUARTILE	0	0	0	0	0	29000	29950	30900	31900
MEDIAN	0	0	0	0	0	27450	28300	29150	30050
LOWER QUARTILE	0	0	0	0	0	25750	26500	27350	28150
LOWER DECILE	0	0	0	0	0	24450	25150	25900	26650
MEAN	0	0	0	0	0	27400	28300	29200	30150
TOTAL NUMBER	0	0	0	0	2	12	11	16	10
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36450	40000	43250	45950	48050	49500	50350	50700	50400
UPPER QUARTILE	33900	36850	39800	42450	44800	46650	47900	48600	47550
MEDIAN	31850	34550	37200	39600	41600	43100	44000	44150	41950
LOWER QUARTILE	29800	32200	34500	36550	38100	39100	39400	38650	34800
LOWER DECILE	28100	30250	32200	33850	35000	35600	35550	34500	30600
MEAN	32000	34750	37400	39650	41500	42750	43400	43250	41100
TOTAL NUMBER	67	91	92	67	54	29	36	60	37
OVER $51000	0	1	0	1	0	1	6	5	3
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRICAL & ELECTRONIC
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22550	24100	25600	27150	28650	30150	31600	33000	34350
UPPER QUARTILE	20600	21900	23250	24550	25850	27100	28350	29500	30650
MEDIAN	19400	20400	21350	22350	23300	24300	25250	26200	27100
LOWER QUARTILE	18400	19100	19850	20600	21350	22050	22800	23550	24250
LOWER DECILE	17500	18050	18600	19150	19650	20200	20750	21300	21850
MEAN	19850	20850	21850	22850	23850	24850	25850	26800	27750
TOTAL NUMBER	933	947	860	756	645	741	703	700	807
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	1	0	1	0	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36850	40000	42500	44300	45600	46450	47000	47400	47550
UPPER QUARTILE	32700	35250	37200	38600	39600	40250	40650	40950	41100
MEDIAN	28850	31150	32950	34200	35050	35450	35600	35600	35350
LOWER QUARTILE	25600	27500	29000	30150	30900	31200	31250	30900	30000
LOWER DECILE	22850	24300	25500	26450	27050	27350	27400	27000	25750
MEAN	29450	31700	33450	34700	35550	36000	36250	36350	36350
TOTAL NUMBER	2639	2557	2256	2227	1823	1619	1735	1511	1099
OVER $51000	14	18	42	67	70	97	98	116	89
UNDER $14000	26	11	3	3	1	1	0	0	3

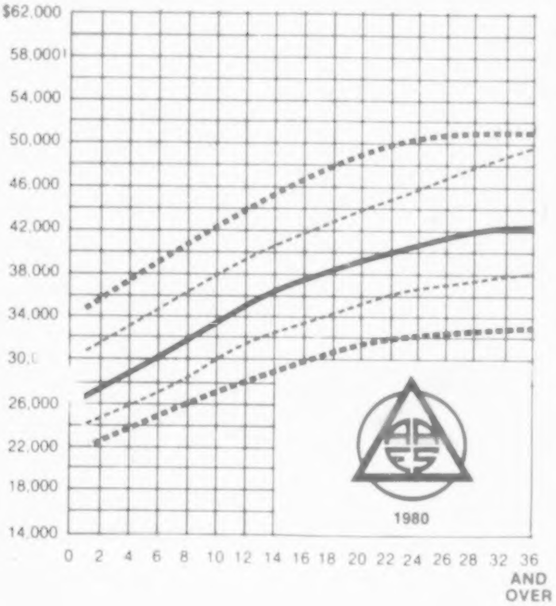
LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	▬ ▬ ▪
Median	▬▬▬▬
Lower Quartile	▬ ▬ ▪
Lower Decile	▮▮▮▮▮▮▮▮

ELECTRICAL AND ELECTRONIC EQUIPMENT

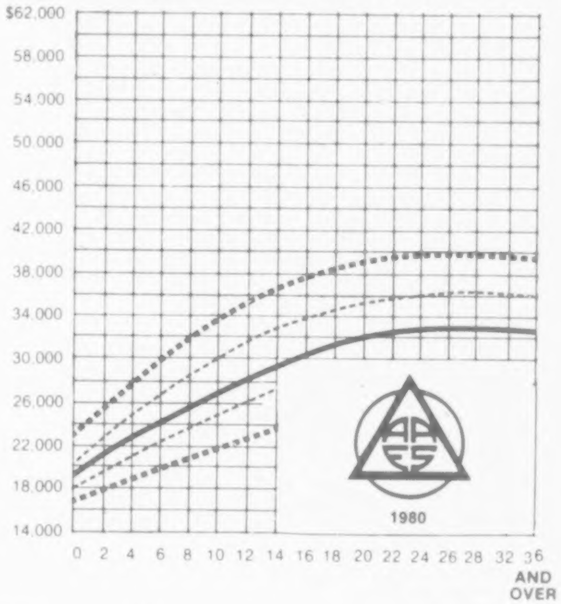
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	34600	35600	36550	37550	38500	39400	40350	41250
UPPER QUARTILE	0	31150	31950	32750	33550	34300	35100	35850	36600
MEDIAN	0	26100	27050	28050	29000	29900	30800	31650	32500
LOWER QUARTILE	0	24100	24850	25600	26350	27100	27850	28550	29250
LOWER DECILE	0	22200	22800	23400	24000	24650	25250	25800	26400
MEAN	0	27650	28500	29350	30200	31000	31800	32550	33300
TOTAL NUMBER	4	10	22	42	40	62	80	97	135
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43000	45400	47400	49000	50200	50950	51350	51400	50750
UPPER QUARTILE	38050	40150	42100	43800	45350	46650	47750	48900	50000
MEDIAN	34100	36150	37900	39300	40400	41200	41800	42300	42650
LOWER QUARTILE	30550	32300	33850	35100	36150	36950	37600	38150	38550
LOWER DECILE	27550	29100	30450	31600	32450	33050	33400	33550	33350
MEAN	34750	36650	38300	39650	40750	41600	42250	42800	43200
TOTAL NUMBER	595	700	775	813	655	586	612	515	373
OVER $51000	14	15	38	63	64	91	95	102	82
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22300	23750	25200	26600	27900	29150	30300	31400	32400
UPPER QUARTILE	20600	21800	23000	24200	25300	26400	27450	28450	29350
MEDIAN	19450	20350	21250	22150	23000	23900	24750	25550	26350
LOWER QUARTILE	18500	19150	19800	20450	21100	21750	22400	23050	23700
LOWER DECILE	17650	18100	18550	19000	19450	19900	20350	20800	21250
MEAN	19850	20750	21650	22500	23350	24200	25050	25800	26600
TOTAL NUMBER	928	936	837	713	605	678	623	602	672
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	1	0	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34100	36100	37450	38350	38900	39250	39450	39550	39600
UPPER QUARTILE	31000	32950	34350	35250	35850	36250	36450	36650	36700
MEDIAN	27850	29700	31150	32200	32850	33200	33350	33350	33250
LOWER QUARTILE	24900	26450	27750	28700	29250	29450	29350	28900	27850
LOWER DECILE	22150	23350	24400	25300	25950	26300	26350	26000	24550
MEAN	28000	29750	31100	32000	32550	32850	32950	32950	32850
TOTAL NUMBER	2043	1857	1481	1413	1167	1033	1123	995	725
OVER $51000	0	3	4	4	6	5	3	14	6
UNDER $14000	26	11	3	3	1	1	0	0	3

LEGEND

Upper Decile	••••••
Upper Quartile	-----
Median	━━━━
Lower Quartile	-----
Lower Decile	•••••••

ELEC + ELEC BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22050	23300	24550	25800	27050	28350	29600	30850	32050
UPPER QUARTILE	20450	21550	22650	23750	24850	25950	27050	28100	29150
MEDIAN	19300	20150	21000	21850	22700	23600	24450	25300	26150
LOWER QUARTILE	18350	19000	19650	20300	20950	21650	22300	22950	23600
LOWER DECILE	17450	17900	18400	18850	19350	19800	20300	20750	21250
MEAN	19650	20450	21300	22150	23000	23850	24700	25600	26450
TOTAL NUMBER	933	818	723	560	457	547	507	490	550
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	1	0	1	0	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34450	37650	40450	42700	44450	45750	46700	47500	48000
UPPER QUARTILE	31100	33700	35850	37500	38700	39550	40100	40500	40800
MEDIAN	27800	30050	31950	33400	34450	35050	35300	35300	34950
LOWER QUARTILE	24900	26650	28200	29450	30300	30800	30950	30700	29600
LOWER DECILE	22200	23500	24700	25750	26500	27000	27200	27000	25600
MEAN	28100	30400	32350	33900	35050	35700	36050	36050	35600
TOTAL NUMBER	1835	1738	1564	1695	1390	1273	1453	1284	937
OVER $51000	1	10	22	47	46	62	79	91	72
UNDER $14000	26	11	3	3	1	1	0	0	3

ELEC + ELEC BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	31450	32350	33300	34300	35250	36250	37250	38200
UPPER QUARTILE	0	29150	29950	30700	31500	32300	33100	33900	34700
MEDIAN	0	25250	26100	26950	27750	28600	29400	30250	31050
LOWER QUARTILE	0	23650	24250	24850	25500	26100	26750	27400	28000
LOWER DECILE	0	22200	22700	23250	23750	24250	24800	25300	25800
MEAN	0	26500	27250	27950	28700	29450	30200	30950	31650
TOTAL NUMBER	4	5	17	24	29	42	43	56	89
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40200	43050	45650	48000	49850	51150	51900	52000	50350
UPPER QUARTILE	36300	38700	40950	43100	45000	46650	48000	49250	50250
MEDIAN	32650	34900	36900	38650	40050	41150	41900	42550	42950
LOWER QUARTILE	29300	31150	32900	34500	35850	37000	37800	38400	38350
LOWER DECILE	26850	28350	29700	30950	32000	32800	33350	33650	33050
MEAN	33150	35250	37250	39000	40500	41650	42500	43050	42950
TOTAL NUMBER	368	421	491	558	454	422	461	415	304
OVER $51000	1	8	19	45	40	60	76	81	70
UNDER $14000	0	0	0	0	0	0	0	0	0

ELEC + ELEC BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21950	23100	24250	25400	26500	27600	28650	29650	30600
UPPER QUARTILE	20500	21450	22450	23450	24450	25400	26350	27250	28150
MEDIAN	19300	20100	20900	21700	22500	23300	24050	24800	25550
LOWER QUARTILE	18450	19000	19600	20200	20750	21350	21950	22500	23100
LOWER DECILE	17500	17900	18300	18700	19150	19550	19950	20350	20800
MEAN	19650	20350	21100	21850	22600	23350	24100	24850	25550
TOTAL NUMBER	928	812	705	536	428	504	464	434	461
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	1	0	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32350	34550	36200	37400	38250	38800	39200	39450	39600
UPPER QUARTILE	29800	31950	33350	34750	35500	35950	36150	36250	36250
MEDIAN	27000	28900	30450	31650	32450	33000	33250	33300	33150
LOWER QUARTILE	24200	25750	27100	28150	28850	29250	29300	28950	27650
LOWER DECILE	21600	22750	23800	24700	25400	25900	26150	26000	24650
MEAN	26900	28750	30250	31450	32200	32650	32850	32750	32300
TOTAL NUMBER	1466	1317	1072	1137	935	851	991	868	633
OVER $51000	0	2	3	2	6	2	3	10	1
UNDER $14000	26	11	3	3	1	1	0	0	3

ELEC + ELEC MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29600	30750	31900	33050	34150	35200	36250	37250
UPPER QUARTILE	0	25350	26500	27650	28800	29900	31000	32050	33050
MEDIAN	0	22500	23500	24500	25500	26500	27500	28450	29400
LOWER QUARTILE	0	20950	21700	22400	23150	23900	24600	25350	26100
LOWER DECILE	0	19650	20200	20800	21400	22000	22600	23150	23750
MEAN	0	23600	24500	25450	26400	27300	28250	29100	30000
TOTAL NUMBER	0	128	117	179	159	155	176	176	224
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39200	41800	43950	45750	47150	48200	49000	49650	50050
UPPER QUARTILE	34950	37400	39350	40800	41800	42450	42850	43100	43250
MEDIAN	31150	33500	35250	36500	37250	37550	37500	37200	36600
LOWER QUARTILE	27500	29500	31150	32450	33250	33600	33500	32800	30750
LOWER DECILE	24850	26400	27650	28600	29150	29350	29100	28350	26250
MEAN	31650	33850	35600	36850	37650	38050	38100	37850	37250
TOTAL NUMBER	700	710	593	463	392	312	265	217	146
OVER $51000	8	6	19	16	17	29	18	21	8
UNDER $14000	0	0	0	0	0	0	0	0	0

ELEC + ELEC MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	37350	38900	40350	41700	42900	43950
UPPER QUARTILE	0	0	0	34600	35500	36350	37200	38000	38750
MEDIAN	0	0	0	30900	31750	32600	33400	34150	34850
LOWER QUARTILE	0	0	0	26850	27850	28800	29700	30500	31300
LOWER DECILE	0	0	0	25050	25800	26550	27250	27850	28500
MEAN	0	0	0	31000	32000	32950	33850	34650	35450
TOTAL NUMBER	0	4	3	18	10	15	31	34	42
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	45700	47650	48900	49650	50100	50400	50550	50600	50650
UPPER QUARTILE	40150	42050	43600	44850	45800	46550	47100	47550	47900
MEDIAN	36150	37800	39050	40000	40700	41200	41500	41800	41950
LOWER QUARTILE	32650	34200	35300	36100	36600	36950	37150	37300	37350
LOWER DECILE	29550	30900	31850	32500	32900	33150	33300	33400	33400
MEAN	36800	38450	39700	40550	41150	41550	41800	42000	42050
TOTAL NUMBER	196	234	233	219	172	147	140	93	59
OVER $51000	8	5	18	14	17	25	18	20	6
UNDER $14000	0	0	0	0	0	0	0	0	0

ELEC + ELEC MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28900	29700	30500	31300	32050	32850	33600	34300
UPPER QUARTILE	0	25100	26050	26950	27850	28750	29600	30450	31250
MEDIAN	0	22550	23350	24150	24950	25750	26550	27350	28100
LOWER QUARTILE	0	20850	21500	22200	22850	23500	24150	24800	25400
LOWER DECILE	0	19600	20150	20700	21200	21750	22250	22750	23250
MEAN	0	23450	24200	24950	25650	26400	27100	27800	28500
TOTAL NUMBER	0	123	114	160	148	139	144	142	181
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35700	37550	39100	40350	41250	41900	42250	42450	42400
UPPER QUARTILE	32800	34750	36300	37400	38000	38300	38300	38000	37400
MEDIAN	29550	31500	33050	34200	34800	35000	34850	34200	32800
LOWER QUARTILE	26600	28200	29550	30500	31050	31150	30900	30150	28300
LOWER DECILE	24200	25400	26350	27000	27350	27350	27100	26450	24950
MEAN	29800	31550	32950	33950	34550	34800	34750	34350	33250
TOTAL NUMBER	503	475	359	243	219	165	124	123	87
OVER $51000	0	1	1	2	0	3	0	1	1
UNDER $14000	0	0	0	0	0	0	0	0	0

ELEC + ELEC PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33650	35050	36400	37700	38950	40100	41150
UPPER QUARTILE	0	0	32700	33450	34250	35000	35700	36450	37150
MEDIAN	0	0	29200	29850	30500	31100	31750	32350	32950
LOWER QUARTILE	0	0	25750	26300	26900	27450	28000	28550	29100
LOWER DECILE	0	0	23400	23950	24450	25000	25500	26050	26600
MEAN	0	0	29050	29800	30550	31250	31950	32650	33350
TOTAL NUMBER	0	0	18	15	28	38	19	32	32
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43050	45300	46850	47900	48550	48900	49100	49250	49300
UPPER QUARTILE	38450	40300	41850	43200	44350	45250	45950	46600	47200
MEDIAN	34200	35900	37550	39050	40350	41550	42550	43600	44750
LOWER QUARTILE	30200	31750	33250	34600	35750	36750	37600	38400	39200
LOWER DECILE	27600	29150	30500	31750	32700	33400	33750	33650	32100
MEAN	34650	36450	38050	39450	40600	41550	42300	43000	43650
TOTAL NUMBER	103	107	98	67	40	32	15	9	14
OVER $51000	4	1	1	3	6	4	0	3	8
UNDER $14000	0	0	0	0	0	0	0	0	0

ELEC + ELEC PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	45000	0
UPPER QUARTILE	0	0	0	0	0	0	0	42750	0
MEDIAN	0	0	0	0	0	0	0	40550	0
LOWER QUARTILE	0	0	0	0	0	0	0	35950	0
LOWER DECILE	0	0	0	0	0	0	0	34450	0
MEAN	0	0	0	0	0	0	0	39950	0
TOTAL NUMBER	0	0	1	0	0	3	4	6	3
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

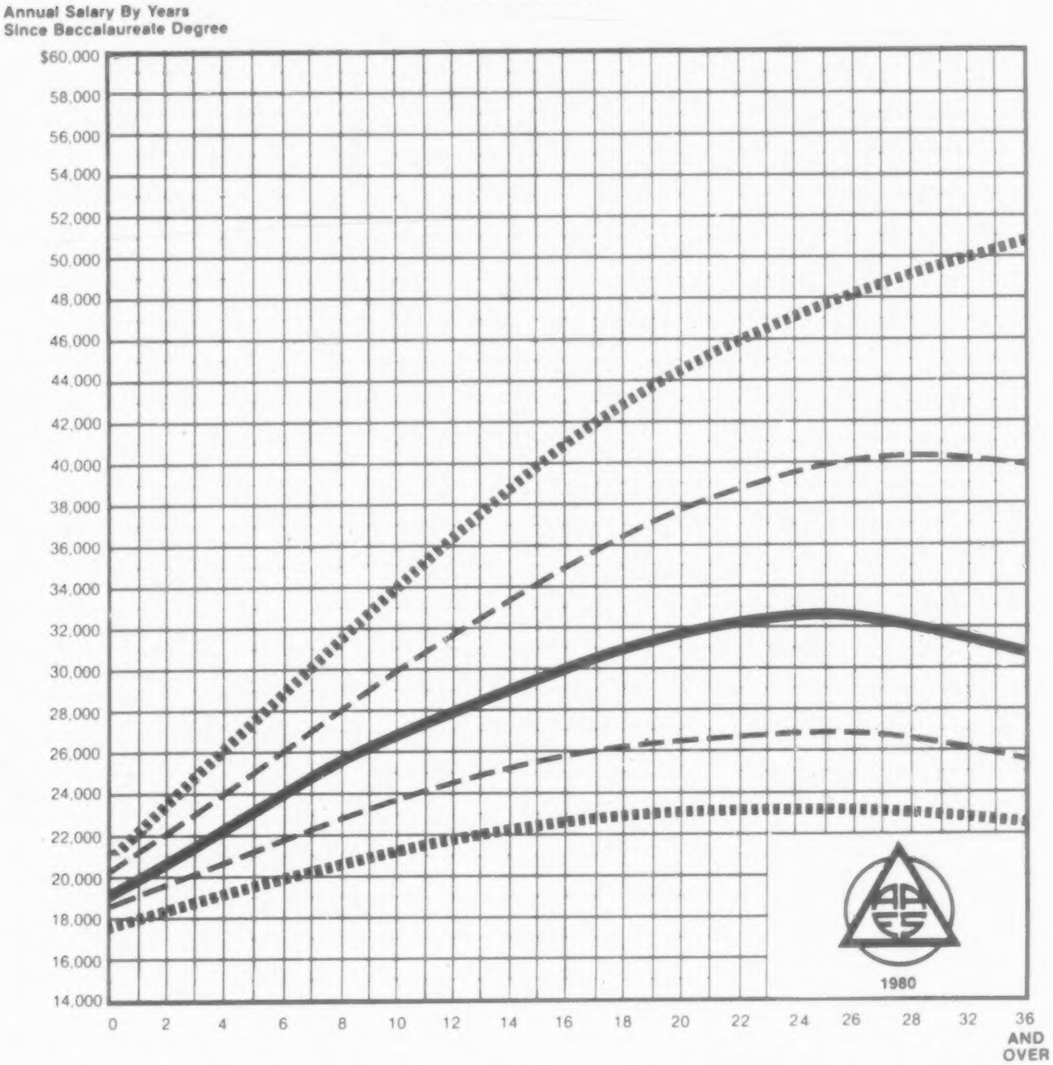
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	49750	49300	49100	49000	49000	49000	49000	49000	49000
UPPER QUARTILE	46500	46250	46100	46100	46100	46050	46050	46050	46050
MEDIAN	40600	40750	41050	41400	41900	42550	43350	44600	47700
LOWER QUARTILE	36450	36950	37450	37950	38400	38900	39350	39950	40900
LOWER DECILE	34450	34500	34650	34900	35200	35650	36150	37000	39050
MEAN	40500	41050	41600	42100	42600	43050	43500	44000	44800
TOTAL NUMBER	30	43	49	35	27	16	9	6	9
OVER $51000	4	1	1	3	6	4	0	0	4
UNDER $14000	0	0	0	0	0	0	0	0	0

ELEC + ELEC PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35100	35600	36100	36550	37050	37500	38000
UPPER QUARTILE	0	0	33100	33400	33750	34100	34450	34800	35150
MEDIAN	0	0	29300	29600	29950	30250	30600	30950	31300
LOWER QUARTILE	0	0	25650	26100	26550	26950	27400	27850	28250
LOWER DECILE	0	0	23650	24050	24450	24850	25250	25650	26050
MEAN	0	0	29400	29750	30150	30500	30900	31250	31650
TOTAL NUMBER	0	0	16	15	28	35	14	26	29
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38850	40100	41250	42250	43150	43900	44550	0	0
UPPER QUARTILE	35850	36950	38050	39150	40300	41400	42550	0	0
MEDIAN	32000	33100	34300	35500	36750	38100	39500	0	0
LOWER QUARTILE	29050	30250	31250	32100	32800	33250	33450	0	0
LOWER DECILE	26800	27900	28900	29800	30500	31050	31400	0	0
MEAN	32350	33500	34600	35750	36800	37850	38900	0	0
TOTAL NUMBER	73	63	49	32	12	16	6	3	4
OVER $51000	0	0	0	0	0	0	0	3	3
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRICAL EQUIPMENT
ALL ENGINEERS

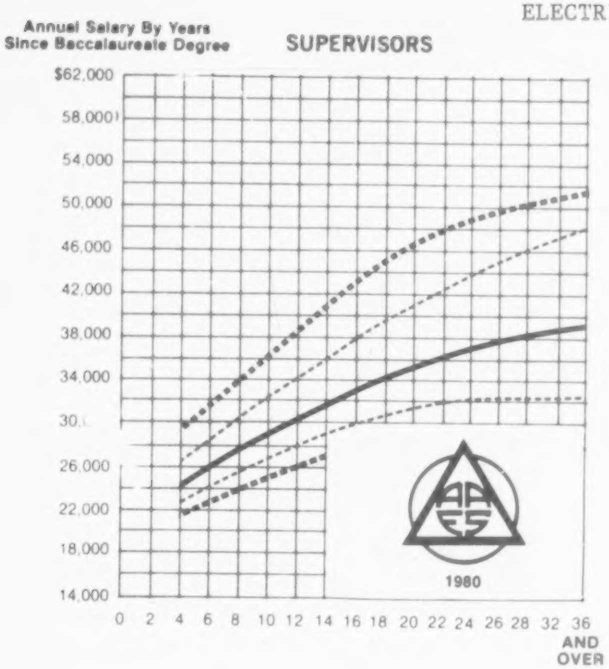


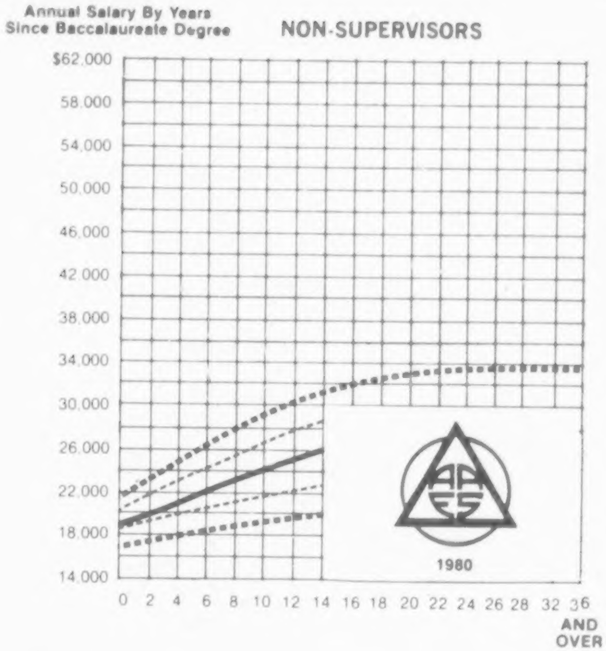
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21200	22450	23750	25050	26400	27750	29050	30400	31750
UPPER QUARTILE	20450	21350	22250	23200	24100	25050	26050	27000	28000
MEDIAN	19650	20400	21100	21850	22600	23300	24050	24750	25450
LOWER QUARTILE	18850	19400	19950	20500	21050	21550	22050	22550	23000
LOWER DECILE	17700	18050	18400	18700	19050	19350	19650	20000	20250
MEAN	19600	20350	21150	21900	22700	23450	24250	25000	25750
TOTAL NUMBER	68	35	44	41	32	29	42	42	47
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34300	37950	41150	43800	45950	47600	48750	49750	50350
UPPER QUARTILE	29900	32650	35100	37150	38700	39700	40250	40350	39700
MEDIAN	26750	28550	30000	31050	31700	32050	32050	31750	30900
LOWER QUARTILE	23850	24900	25700	26250	26500	26550	26450	26100	25400
LOWER DECILE	20800	21550	22100	22550	22850	23000	23000	22850	22300
MEAN	27250	29200	30850	32150	33050	33550	33750	33700	33250
TOTAL NUMBER	110	83	84	88	69	52	78	72	81
OVER $51000	0	1	3	3	6	1	8	8	9
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	▬▬▬
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	28950	30450	31900	33350	34750
UPPER QUARTILE	0	0	0	0	27350	28350	29350	30350	31350
MEDIAN	0	0	0	0	24950	25800	26600	27450	28250
LOWER QUARTILE	0	0	0	0	23350	24100	24800	25450	26100
LOWER DECILE	0	0	0	0	22350	22950	23500	24050	24600
MEAN	0	0	0	0	25350	26250	27200	28100	29050
TOTAL NUMBER	0	0	2	3	6	8	9	14	11
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37450	41050	44000	46300	48050	49250	50050	50700	51100
UPPER QUARTILE	33350	36250	38900	41250	43250	44850	46050	47200	48150
MEDIAN	29800	32000	33950	35600	36900	37850	38550	39050	39350
LOWER QUARTILE	27350	29000	30350	31350	32050	32500	32750	32850	32750
LOWER DECILE	25650	27000	28150	28950	29450	29600	29500	28950	27500
MEAN	30800	33200	35300	36950	38200	39050	39600	39900	40000
TOTAL NUMBER	49	39	48	47	33	21	43	40	39
OVER $51000	0	1	3	3	6	1	8	8	9
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21050	22200	23300	24350	25350	26250	27100	27900	28600
UPPER QUARTILE	20600	21300	22000	22700	23350	24050	24700	25350	25950
MEDIAN	19800	20450	21050	21650	22200	22700	23150	23600	24000
LOWER QUARTILE	19100	19400	19750	20050	20350	20650	20900	21200	21450
LOWER DECILE	17800	18000	18150	18300	18500	18650	18800	19000	19150
MEAN	19700	20300	20900	21500	22050	22550	23050	23550	24000
TOTAL NUMBER	68	35	42	38	26	21	33	28	36
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29850	31250	32200	32850	33250	33500	33600	33700	33700
UPPER QUARTILE	27100	28600	29700	30450	30800	30900	30700	30200	29200
MEDIAN	24650	25350	25800	26100	26200	26250	26250	26250	26200
LOWER QUARTILE	21900	22500	23000	23350	23600	23700	23750	23700	23500
LOWER DECILE	19450	19850	20250	20600	20850	21100	21250	21400	21300
MEAN	24800	25750	26450	26900	27150	27200	27200	27150	27000
TOTAL NUMBER	61	44	36	41	36	31	35	32	42
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	-----
Median	━━━━━━
Lower Quartile	-----
Lower Decile	•••••••

ELECTRICAL EQUIP BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21100	22350	23600	24850	26150	27450	28800	30100	31350
UPPER QUARTILE	20350	21250	22150	23100	24050	25000	25950	26950	27900
MEDIAN	19600	20350	21050	21800	22500	23200	23950	24650	25300
LOWER QUARTILE	18850	19400	19950	20450	21000	21500	22000	22450	22900
LOWER DECILE	17750	18050	18350	18650	18900	19200	19500	19750	20000
MEAN	19550	20300	21050	21800	22600	23350	24100	24850	25600
TOTAL NUMBER	68	34	39	39	27	29	39	36	43
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33850	37350	40350	42900	44850	46400	47450	48400	49000
UPPER QUARTILE	29750	32450	34750	36600	37950	38800	39250	39300	38800
MEDIAN	26600	28350	29750	30800	31450	31750	31700	31400	30600
LOWER QUARTILE	23700	24750	25450	25950	26150	26200	26100	25800	25300
LOWER DECILE	20500	21200	21800	22250	22600	22800	22900	22800	22100
MEAN	27050	28950	30600	31850	32700	33250	33450	33400	33000
TOTAL NUMBER	99	67	77	79	62	47	68	65	76
OVER $51000	0	1	3	3	4	1	8	5	9
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRICAL EQUIP BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	29050	30650	32200	33750	35250
UPPER QUARTILE	0	0	0	0	27400	28400	29350	30350	31300
MEDIAN	0	0	0	0	24850	25750	26650	27500	28350
LOWER QUARTILE	0	0	0	0	23250	24000	24700	25400	26100
LOWER DECILE	0	0	0	0	22850	23300	23750	24250	24700
MEAN	0	0	0	0	25200	26150	27150	28100	29050
TOTAL NUMBER	0	0	2	3	5	8	8	12	10
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38050	41700	44550	46700	48250	49250	49950	50450	50700
UPPER QUARTILE	33250	36050	38650	41050	43050	44750	46050	47350	48550
MEDIAN	30000	32250	34100	35650	36800	37600	38150	38600	38850
LOWER QUARTILE	27350	29000	30350	31350	32050	32450	32700	32800	32750
LOWER DECILE	25600	26850	27950	28800	29400	29650	29650	29100	26950
MEAN	30850	33250	35300	36900	38050	38800	39300	39600	39750
TOTAL NUMBER	41	29	44	40	29	19	36	36	36
OVER $51000	0	1	3	3	4	1	8	5	9
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRICAL EQUIP BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21000	22050	23100	24050	25000	25900	26700	27500	28200
UPPER QUARTILE	20550	21200	21850	22550	23200	23850	24500	25100	25750
MEDIAN	19750	20400	21000	21600	22150	22650	23100	23550	23900
LOWER QUARTILE	19050	19350	19700	20000	20250	20550	20850	21100	21350
LOWER DECILE	17800	17950	18100	18300	18450	18600	18750	18900	19050
MEAN	19650	20250	20800	21350	21900	22400	22900	23350	23800
TOTAL NUMBER	68	34	37	36	22	21	31	24	33
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29500	31000	32100	32800	33300	33550	33700	33800	33800
UPPER QUARTILE	26850	28350	29500	30250	30650	30750	30550	30000	28800
MEDIAN	24600	25300	25750	26000	26100	26100	26100	26050	26000
LOWER QUARTILE	21800	22450	22900	23300	23550	23650	23700	23600	23300
LOWER DECILE	19350	19800	20150	20500	20750	20950	21150	21250	21200
MEAN	24600	25600	26300	26800	27050	27150	27100	27000	26750
TOTAL NUMBER	58	38	33	39	33	28	32	29	40
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRICAL EQUIP MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	26000	0	28050	0	0	31300	0
UPPER QUARTILE	0	0	25050	0	26500	0	0	28800	0
MEDIAN	0	0	23200	0	24450	0	0	26400	0
LOWER QUARTILE	0	0	22650	0	23500	0	0	24700	0
LOWER DECILE	0	0	21050	0	21900	0	0	22750	0
MEAN	0	0	23600	0	24850	0	0	26700	0
TOTAL NUMBER	0	1	5	2	5	0	3	6	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34750	38250	41700	44800	47250	0	49500	48750	44200
UPPER QUARTILE	31200	33700	36250	38650	40900	0	44350	45450	44650
MEDIAN	28350	30250	32050	33650	34900	0	36200	35950	33600
LOWER QUARTILE	25900	27050	28000	28850	29450	0	30000	29800	28450
LOWER DECILE	23250	23550	23700	23800	23850	0	23850	23900	23900
MEAN	28600	30500	32300	33950	35350	0	37050	37250	35650
TOTAL NUMBER	11	14	7	8	6	2	9	7	5
OVER $51000	0	0	0	0	1	0	0	3	0
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRICAL EQUIP MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	1	0	1	2	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

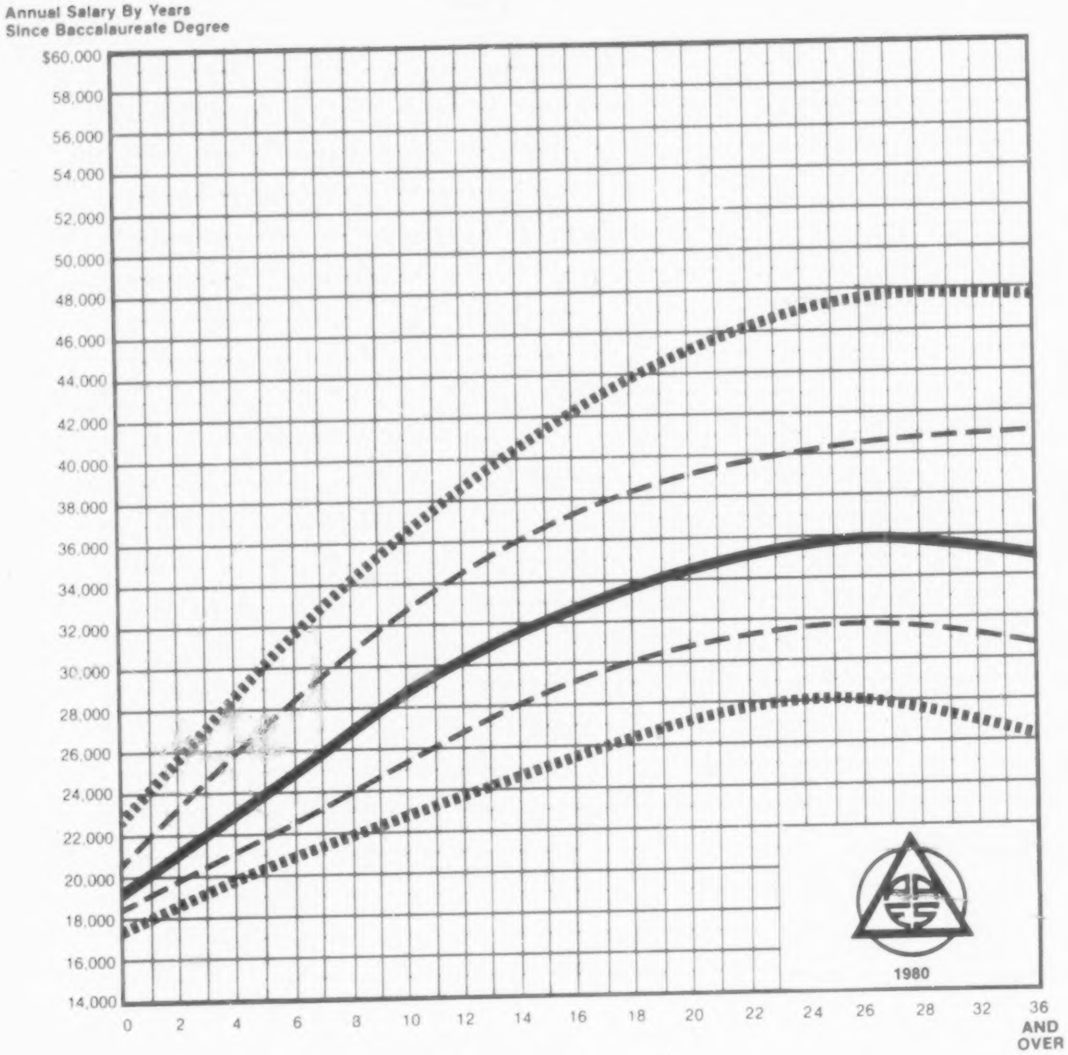
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35550	41400	0	45050	0	0	45700	0	0
UPPER QUARTILE	34000	32750	0	39750	0	0	44250	0	0
MEDIAN	30350	30500	0	33000	0	0	42000	0	0
LOWER QUARTILE	29000	27500	0	30500	0	0	36000	0	0
LOWER DECILE	26100	27600	0	28500	0	0	24750	0	0
MEAN	31050	31850	0	34500	0	0	39600	0	0
TOTAL NUMBER	8	9	4	6	3	1	6	4	3
OVER $51000	0	0	0	0	1	0	0	3	0
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRICAL EQUIP MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	23650	0	0	0	0	0	0
UPPER QUARTILE	0	0	25450	0	0	0	0	0	0
MEDIAN	0	0	23100	0	0	0	0	0	0
LOWER QUARTILE	0	0	19650	0	0	0	0	0	0
LOWER DECILE	0	0	22800	0	0	0	0	0	0
MEAN	0	0	24350	0	0	0	0	0	0
TOTAL NUMBER	0	1	5	2	4	0	2	4	3
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	34100	0	0	0	0	0	0	0
UPPER QUARTILE	0	29000	0	0	0	0	0	0	0
MEDIAN	0	28600	0	0	0	0	0	0	0
LOWER QUARTILE	0	38250	0	0	0	0	0	0	0
LOWER DECILE	0	20350	0	0	0	0	0	0	0
MEAN	0	25750	0	0	0	0	0	0	0
TOTAL NUMBER	3	5	3	2	3	1	3	3	2
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIPMENT
ALL ENGINEERS

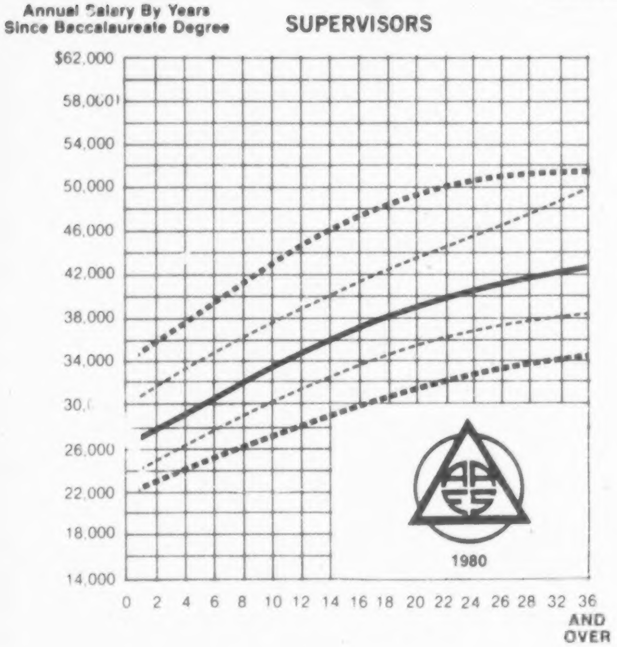


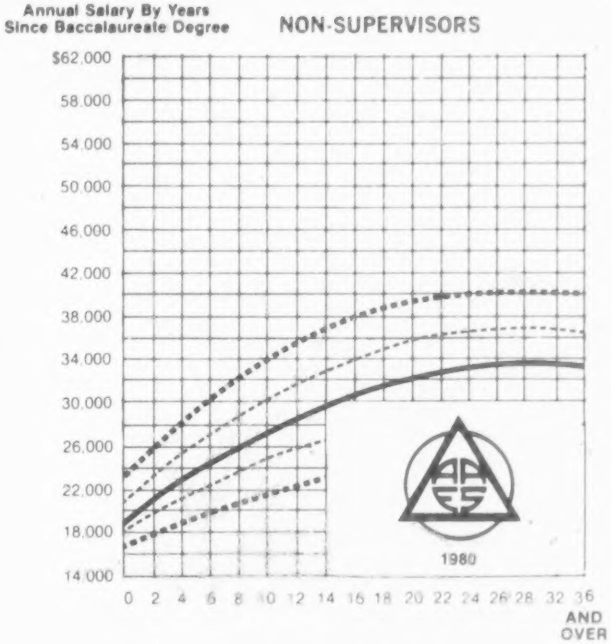
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22650	24200	25750	27250	28800	30250	31700	33100	34450
UPPER QUARTILE	20650	21950	23300	24600	25950	27200	28450	29600	30700
MEDIAN	19400	20400	21350	22350	23350	24300	25300	26250	27200
LOWER QUARTILE	18400	19100	19850	20600	21350	22100	22800	23550	24300
LOWER DECILE	17500	18050	18600	19150	19700	20250	20850	21400	21950
MEAN	19850	20900	21900	22900	23900	24950	25900	26850	27800
TOTAL NUMBER	865	912	816	715	613	712	661	658	760
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	1	0	1	0	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36950	40050	42500	44300	45550	46400	46950	47300	47450
UPPER QUARTILE	32750	35300	37250	38650	39600	40250	40650	40950	41100
MEDIAN	28950	31250	33050	34350	35150	35600	35750	35700	35450
LOWER QUARTILE	25700	27550	29150	30300	31100	31450	31500	31200	30350
LOWER DECILE	23000	24450	25700	26700	27350	27700	27700	27300	26050
MEAN	29550	31800	33550	34850	35650	36150	36400	36500	36500
TOTAL NUMBER	2529	2474	2172	2139	1754	1567	1657	1439	1018
OVER $51000	14	17	39	64	64	96	90	108	80
UNDER $14000	26	11	3	3	1	1	0	0	3

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	▬▬▬
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	35000	35950	36950	37900	38900	39800	40750	41650
UPPER QUARTILE	0	31800	32550	33300	34050	34800	35500	36250	36950
MEDIAN	0	26800	27700	28650	29550	30450	31300	32100	32950
LOWER QUARTILE	0	24650	25400	26150	26900	27600	28300	29000	29650
LOWER DECILE	0	22600	23200	23850	24450	25050	25650	26250	26800
MEAN	0	28300	29100	29900	30700	31500	32250	33000	33700
TOTAL NUMBER	4	10	20	39	34	54	71	83	124
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43350	45650	47600	49100	50200	50900	51250	51300	50900
UPPER QUARTILE	38350	40400	42250	43900	45400	46700	47800	48950	50050
MEDIAN	34450	36450	38100	39450	40550	41350	41900	42450	42800
LOWER QUARTILE	30900	32650	34150	35400	36450	37250	37850	38450	38900
LOWER DECILE	27900	29450	30750	31850	32700	33350	33800	34200	34400
MEAN	35050	36900	38500	39800	40900	41750	42400	43000	43450
TOTAL NUMBER	546	661	727	766	622	565	569	475	334
OVER $51000	14	14	35	60	58	90	87	94	73
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22450	23900	25300	26700	28000	29250	30400	31450	32450
UPPER QUARTILE	20600	21850	23050	24250	25400	26500	27550	28550	29450
MEDIAN	19400	20350	21250	22150	23050	23950	24800	25650	26450
LOWER QUARTILE	18450	19100	19800	20450	21150	21850	22500	23150	23800
LOWER DECILE	17600	18050	18550	19050	19500	20000	20450	20950	21400
MEAN	19850	20750	21650	22550	23450	24300	25150	25950	26700
TOTAL NUMBER	860	901	795	675	579	657	590	574	636
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	1	0	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34200	36150	37500	38450	39000	39350	39550	39700	39750
UPPER QUARTILE	31100	33000	34400	35350	35950	36350	36600	36750	36800
MEDIAN	27950	29850	31300	32300	32950	33300	33500	33550	33500
LOWER QUARTILE	25000	26600	27900	28850	29400	29600	29550	29200	28400
LOWER DECILE	22350	23600	24700	25600	26200	26550	26650	26400	25200
MEAN	28100	29850	31200	32100	32650	33000	33150	33250	33250
TOTAL NUMBER	1982	1813	1445	1372	1131	1002	1088	963	683
OVER $51000	0	3	4	4	6	5	3	14	6
UNDER $14000	26	11	3	3	1	1	0	0	3

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

ELECTRONIC EQUIP BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22100	23350	24600	25850	27100	28400	29650	30850	32100
UPPER QUARTILE	20450	21550	22650	23800	24900	26000	27100	28150	29200
MEDIAN	19300	20150	21000	21850	22750	23600	24500	25350	26200
LOWER QUARTILE	18350	19000	19650	20300	20950	21600	22300	22950	23600
LOWER DECILE	17450	17900	18400	18900	19350	19850	20350	20850	21300
MEAN	19600	20450	21300	22150	23050	23900	24800	25650	26500
TOTAL NUMBER	865	784	684	521	430	518	468	454	507
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	1	0	1	0	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34450	37650	40400	42650	44400	45700	46650	47400	47950
UPPER QUARTILE	31150	33750	35900	37500	38700	39550	40100	40550	40850
MEDIAN	27900	30150	32050	33550	34550	35150	35450	35400	35050
LOWER QUARTILE	24900	26700	28300	29600	30500	31050	31200	31000	30000
LOWER DECILE	22300	23650	24900	25950	26800	27300	27550	27350	25950
MEAN	28200	30450	32400	33950	35050	35750	36100	36250	36000
TOTAL NUMBER	1736	1671	1487	1616	1328	1226	1385	1219	861
OVER $51000	1	9	19	44	42	61	71	86	63
UNDER $14000	26	11	3	3	1	1	0	0	3

ELECTRONIC EQUIP BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	32050	32950	33850	34750	35700	36600	37550	38450
UPPER QUARTILE	0	29700	30450	31200	31950	32700	33500	34250	35000
MEDIAN	0	25750	26550	27400	28200	29000	29800	30600	31400
LOWER QUARTILE	0	24450	25000	25600	26200	26750	27350	27950	28550
LOWER DECILE	0	22700	23200	23650	24150	24650	25150	25650	26100
MEAN	0	27150	27850	28550	29200	29900	30650	31350	32050
TOTAL NUMBER	4	5	15	21	24	34	35	44	79
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40350	43050	45650	47900	49800	51150	51950	52150	50200
UPPER QUARTILE	36600	38900	41150	43250	45150	46750	48100	49400	50250
MEDIAN	32950	35100	37100	38800	40200	41300	42100	42800	43350
LOWER QUARTILE	29750	31500	33150	34700	36100	37250	38150	38900	38900
LOWER DECILE	27100	28550	29950	31250	32400	33350	34100	34600	34300
MEAN	33450	35500	37400	39150	40650	41850	42750	43400	43300
TOTAL NUMBER	327	392	447	518	425	403	425	379	268
OVER $51000	1	7	16	42	36	59	68	76	61
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22000	23200	24350	25450	26550	27650	28700	29700	30650
UPPER QUARTILE	20500	21500	22500	23500	24500	25500	26450	27350	28250
MEDIAN	19300	20100	20900	21700	22500	23300	24100	24900	25650
LOWER QUARTILE	18350	18950	19600	20200	20800	21400	22000	22600	23200
LOWER DECILE	17500	17900	18350	18750	19150	19600	20000	20450	20850
MEAN	19650	20400	21150	21900	22650	23400	24150	24900	25600
TOTAL NUMBER	860	778	668	500	406	483	433	410	428
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	1	0	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32400	34600	36250	37500	38350	38900	39300	39600	39750
UPPER QUARTILE	29900	32000	33650	34800	35550	36000	36250	36400	36450
MEDIAN	27100	29000	30600	31800	32650	33150	33400	33450	33300
LOWER QUARTILE	24350	25950	27250	28300	29050	29400	29500	29250	28200
LOWER DECILE	21700	22900	24000	25000	25750	26300	26600	26500	25200
MEAN	27000	28850	30400	31600	32400	32900	33050	33000	32550
TOTAL NUMBER	1408	1279	1039	1098	902	823	959	839	593
OVER $51000	0	2	3	2	6	2	3	10	1
UNDER $14000	26	11	3	3	1	1	0	0	3

ELECTRONIC EQUIP MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29700	30850	32000	33100	34200	35300	36350	37350
UPPER QUARTILE	0	25450	26600	27700	28850	29950	31050	32100	33100
MEDIAN	0	22550	23550	24550	25550	26550	27550	28500	29450
LOWER QUARTILE	0	20900	21600	22400	23150	23900	24650	25400	26150
LOWER DECILE	0	19650	20200	20800	21400	22000	22600	23200	23800
MEAN	0	23600	24550	25500	26450	27350	28250	29150	30050
TOTAL NUMBER	0	127	112	177	154	155	173	170	220
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39300	41850	44000	45750	47100	48100	48850	49500	49900
UPPER QUARTILE	35000	37450	39400	40800	41800	42450	42800	43100	43200
MEDIAN	31200	33550	35350	36550	37300	37550	37550	37250	36600
LOWER QUARTILE	27600	29600	31250	32450	33250	33550	33450	32800	31150
LOWER DECILE	24900	26450	27750	28700	29250	29450	29200	28450	26350
MEAN	31700	33900	35650	36900	37700	38050	38150	37900	37300
TOTAL NUMBER	689	696	586	455	386	310	256	210	141
OVER $51000	8	6	19	16	16	29	18	18	8
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	37300	39000	40500	41900	43150	44200
UPPER QUARTILE	0	0	0	34700	35600	36500	37350	38150	38950
MEDIAN	0	0	0	31100	32000	32850	33650	34400	35150
LOWER QUARTILE	0	0	0	26950	28000	29000	29900	30750	31550
LOWER DECILE	0	0	0	25050	25850	26650	27400	28100	28750
MEAN	0	0	0	31050	32150	33100	34050	34900	35700
TOTAL NUMBER	0	4	3	18	9	15	30	32	41
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	46000	47850	49000	49700	50100	50300	50450	50500	50500
UPPER QUARTILE	40350	42200	43700	44900	45800	46500	47000	47400	47650
MEDIAN	36400	38000	39200	40100	40700	41150	41450	41650	41800
LOWER QUARTILE	32900	34450	35500	36200	36700	36950	37150	37250	37300
LOWER DECILE	29900	31200	32150	32700	33050	33250	33300	33350	33350
MEAN	37100	38700	39850	40650	41200	41550	41750	41900	41950
TOTAL NUMBER	188	225	229	213	169	146	134	89	56
OVER $51000	8	5	18	14	16	25	18	17	6
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28950	29750	30550	31350	32150	32900	33650	34350
UPPER QUARTILE	0	25200	26100	27000	27900	28800	29650	30500	31300
MEDIAN	0	22550	23350	24200	25000	25800	26550	27350	28100
LOWER QUARTILE	0	20850	21550	22200	22850	23500	24150	24800	25450
LOWER DECILE	0	19600	20150	20700	21250	21750	22300	22800	23300
MEAN	0	23500	24200	24950	25700	26450	27150	27850	28550
TOTAL NUMBER	0	122	109	158	144	139	142	138	178
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35750	37600	39150	40350	41300	41900	42300	42550	42500
UPPER QUARTILE	32800	34800	36300	37400	38050	38350	38350	38100	37550
MEDIAN	29600	31550	33100	34200	34850	35050	34900	34300	32900
LOWER QUARTILE	26650	28250	29600	30550	31100	31250	31000	30250	28400
LOWER DECILE	24250	25500	26450	27100	27450	27450	27200	26550	25000
MEAN	29850	31550	33000	34000	34650	34900	34850	34450	33350
TOTAL NUMBER	500	470	356	241	216	164	121	120	85
OVER $51000	0	1	1	2	0	3	0	1	1
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33550	35000	36400	37700	38950	40150	41200
UPPER QUARTILE	0	0	32700	33450	34250	35000	35700	36450	37150
MEDIAN	0	0	29250	29850	30500	31100	31750	32350	32950
LOWER QUARTILE	0	0	25750	26300	26850	27450	28000	28550	29100
LOWER DECILE	0	0	23400	23900	24450	24950	25500	26050	26550
MEAN	0	0	29050	29800	30550	31250	31950	32650	33350
TOTAL NUMBER	0	0	18	15	28	38	19	32	32
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43100	45350	46850	47800	48400	48700	48850	48950	48950
UPPER QUARTILE	38450	40250	41850	43200	44300	45200	45900	46550	47150
MEDIAN	34200	35950	37600	39150	40550	41800	42850	44000	45350
LOWER QUARTILE	30200	31800	33350	34750	35950	37000	37900	38700	39400
LOWER DECILE	27600	29150	30550	31800	32800	33500	33900	33850	32350
MEAN	34650	36500	38100	39500	40700	41650	42450	43200	43850
TOTAL NUMBER	103	105	98	66	39	29	14	9	14
OVER $51000	4	1	1	3	5	4	0	3	8
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	45050	0
UPPER QUARTILE	0	0	0	0	0	0	0	42950	0
MEDIAN	0	0	0	0	0	0	0	40650	0
LOWER QUARTILE	0	0	0	0	0	0	0	36050	0
LOWER DECILE	0	0	0	0	0	0	0	34000	0
MEAN	0	0	0	0	0	0	0	40100	0
TOTAL NUMBER	0	0	1	0	0	3	4	6	3
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

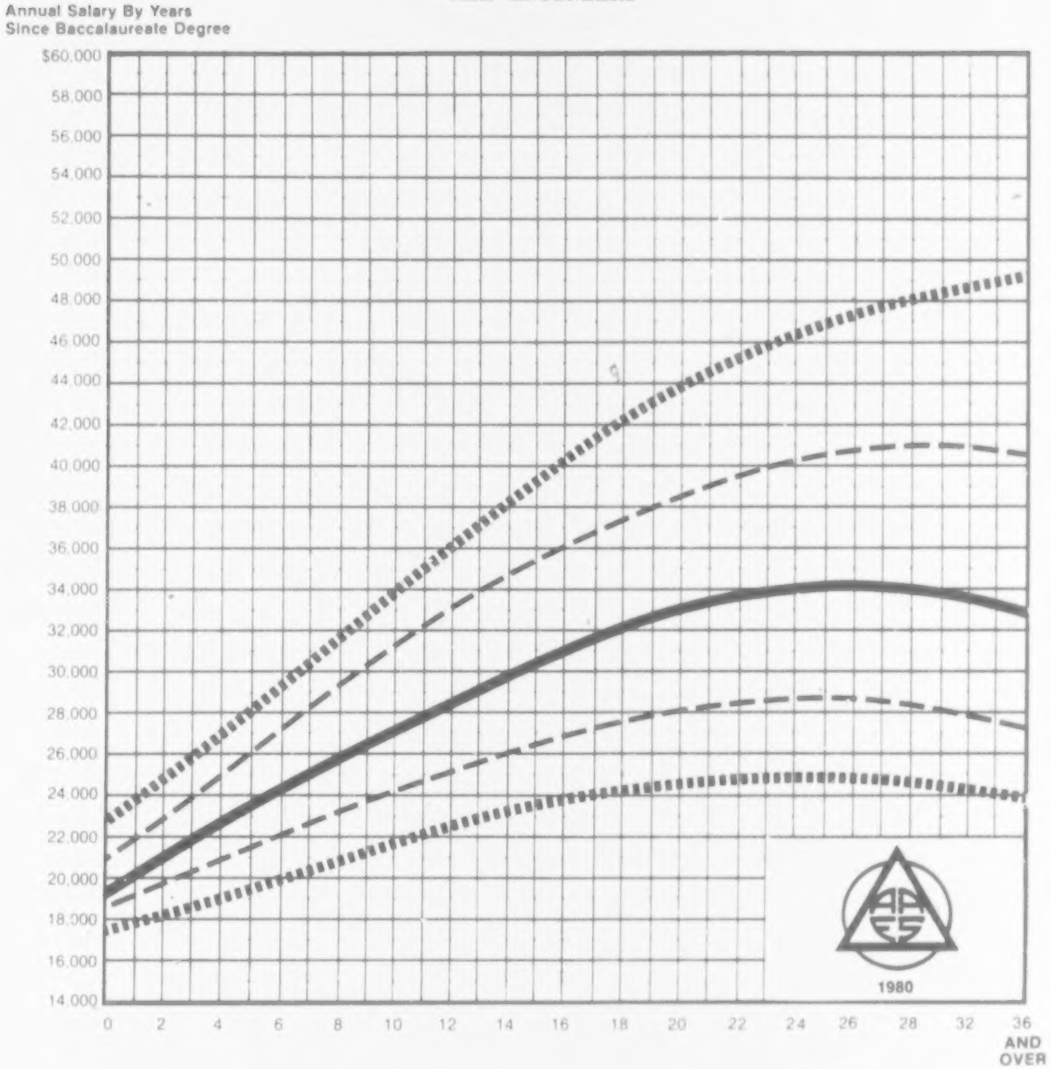
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	49800	49300	49000	48950	48950	48950	48950	48950	48950
UPPER QUARTILE	46550	46150	45900	45850	45850	45850	45850	45850	45850
MEDIAN	40650	40800	41000	41400	41900	42500	43300	44600	47750
LOWER QUARTILE	36550	37050	37550	38050	38550	39000	39450	40050	41000
LOWER DECILE	34350	34700	35150	35600	36050	36600	37150	38000	39700
MEAN	40600	41100	41600	42100	42600	43050	43500	44050	44950
TOTAL NUMBER	30	42	49	34	26	15	8	6	9
OVER $51000	4	1	1	3	5	4	0	0	4
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRONIC EQUIP PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35100	35600	36100	36550	37050	37500	38000
UPPER QUARTILE	0	0	33050	33400	33750	34100	34450	34800	35150
MEDIAN	0	0	29250	29600	29900	30250	30600	30950	31300
LOWER QUARTILE	0	0	25650	26100	26500	26950	27400	27800	28250
LOWER DECILE	0	0	23650	24050	24450	24850	25250	25650	26050
MEAN	0	0	29400	29750	30100	30500	30850	31250	31650
TOTAL NUMBER	0	0	16	15	28	35	14	26	29
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38850	40150	41250	42300	43200	44000	44650	0	0
UPPER QUARTILE	35900	37000	38100	39250	40400	41600	42750	0	0
MEDIAN	32050	33200	34400	35650	37000	38400	39850	0	0
LOWER QUARTILE	29050	30250	31300	32150	32850	33350	33600	0	0
LOWER DECILE	26800	27900	28900	29750	30500	31050	31400	0	0
MEAN	32400	33550	34700	35850	36950	38050	39150	0	0
TOTAL NUMBER	73	62	49	32	12	14	6	3	4
OVER $51000	0	0	0	0	0	0	0	3	3
UNDER $14000	0	0	0	0	0	0	0	0	0

MECHANICAL INDUSTRIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23050	24100	25150	26250	27350	28450	29600	30750	31900
UPPER QUARTILE	21250	22100	23000	23900	24850	25750	26700	27650	28600
MEDIAN	19900	20600	21300	22050	22750	23500	24200	24950	25650
LOWER QUARTILE	18650	19250	19850	20450	21050	21650	22200	22800	23350
LOWER DECILE	17750	18200	18650	19100	19550	20000	20450	20850	21250
MEAN	20100	20850	21600	22350	23100	23900	24650	25400	26200
TOTAL NUMBER	714	589	531	455	417	537	466	457	385
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	1	0	1	1	2	2	4	3

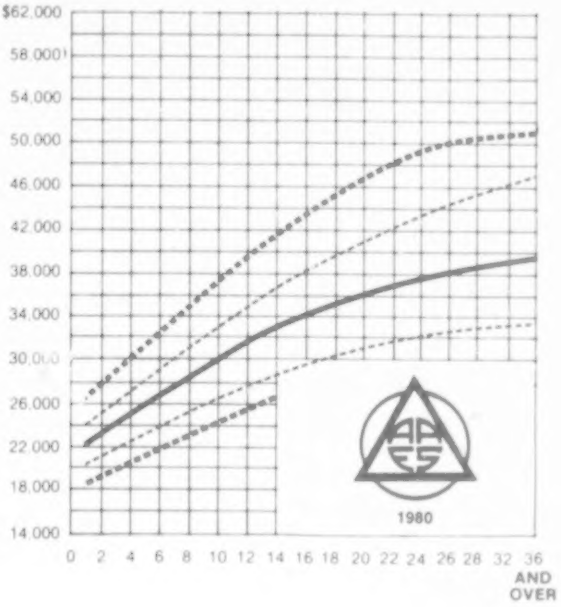
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34150	37450	40450	43050	45150	46750	47850	48650	49100
UPPER QUARTILE	30500	33250	35700	37800	39350	40400	40950	41000	40100
MEDIAN	27050	29050	30750	32150	33150	33750	33950	33700	32600
LOWER QUARTILE	24400	25800	26950	27800	28300	28500	28450	28100	27250
LOWER DECILE	22000	22950	23700	24200	24550	24650	24600	24400	23800
MEAN	27650	29750	31550	33050	34100	34800	35050	35000	34250
TOTAL NUMBER	1114	1081	867	830	701	578	769	771	726
OVER $51000	1	2	11	18	29	38	46	72	61
UNDER $14000	3	6	5	3	0	1	1	0	1

LEGEN

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — —
Median	━━━━
Lower Quartile	— — —
Lower Decile	▪▪▪▪▪▪▪▪

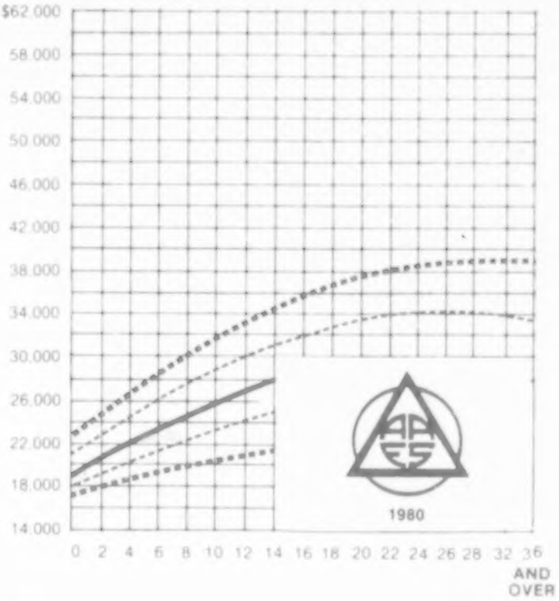
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27300	28350	29400	30500	31600	32700	33850	35000
UPPER QUARTILE	0	24600	25600	26600	27600	28600	29600	30600	31600
MEDIAN	0	22350	23200	24100	24950	25850	26700	27550	28400
LOWER QUARTILE	0	20150	20950	21800	22650	23450	24250	25000	25750
LOWER DECILE	0	18200	18950	19700	20450	21150	21900	22550	23250
MEAN	0	22600	23500	24400	25300	26200	27100	27950	28850
TOTAL NUMBER	1	11	9	18	32	70	84	92	84
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37250	40650	43800	46550	48800	50400	51350	51700	50700
UPPER QUARTILE	33600	36400	38950	41150	42950	44350	45400	46300	47000
MEDIAN	30050	32350	34300	35900	37150	38000	38600	39050	39250
LOWER QUARTILE	27150	28950	30350	31450	32200	32750	33100	33350	33500
LOWER DECILE	24500	26050	27300	28200	28750	29050	29150	29200	29050
MEAN	30550	32900	34900	36600	37850	38750	39350	39800	40000
TOTAL NUMBER	349	435	389	438	331	286	395	380	328
OVER $51000	1	2	11	18	29	36	46	70	61
UNDER $14000	0	2	2	1	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23150	24050	24900	25800	26700	27600	28500	29400	30300
UPPER QUARTILE	21300	22100	22900	23650	24450	25250	26000	26750	27500
MEDIAN	19950	20600	21250	21900	22550	23150	23800	24400	24950
LOWER QUARTILE	18700	19300	19850	20350	20900	21400	21900	22350	22800
LOWER DECILE	17850	18250	18650	19050	19450	19800	20150	20500	20800
MEAN	20200	20850	21500	22150	22800	23450	24050	24650	25250
TOTAL NUMBER	713	578	522	436	385	467	381	365	300
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	1	0	1	1	2	2	4	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31950	34300	36200	37700	38750	39300	39500	39250	38400
UPPER QUARTILE	28850	30700	32150	33250	33950	34300	34350	34100	33500
MEDIAN	26050	27400	28500	29250	29650	29800	29700	29350	28550
LOWER QUARTILE	23600	24550	25250	25650	25850	25850	25750	25500	25100
LOWER DECILE	21350	22000	22500	22800	22950	23000	22900	22750	22400
MEAN	26350	27800	28950	29800	30300	30500	30500	30200	29500
TOTAL NUMBER	764	646	477	392	370	292	373	391	397
OVER $51000	0	0	0	0	0	2	0	2	0
UNDER $14000	3	4	3	2	0	1	1	0	1

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

MECHANICAL IND BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22850	23850	24900	25950	27050	28150	29250	30350	31450
UPPER QUARTILE	21200	22050	22850	23750	24600	25500	26350	27250	28150
MEDIAN	19900	20550	21200	21900	22550	23250	23900	24600	25250
LOWER QUARTILE	18650	19200	19800	20350	20900	21450	22000	22500	23050
LOWER DECILE	17750	18200	18600	19000	19400	19800	20200	20550	20950
MEAN	20100	20800	21500	22200	22900	23650	24350	25100	25800
TOTAL NUMBER	714	560	490	402	344	448	376	359	300
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	1	0	1	1	2	2	4	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33650	36850	39750	42300	44350	46000	47150	48200	48950
UPPER QUARTILE	29950	32500	34850	36800	38350	39450	40050	40250	39650
MEDIAN	26600	28400	30050	31400	32400	33050	33350	33300	32500
LOWER QUARTILE	24000	25300	26350	27150	27650	27900	27950	27700	27000
LOWER DECILE	21600	22500	23250	23750	24100	24250	24250	24050	23450
MEAN	27200	29150	30850	32300	33400	34100	34500	34600	34100
TOTAL NUMBER	844	775	616	619	565	476	647	685	617
OVER $51000	1	2	6	7	20	30	39	59	52
UNDER $14000	3	5	4	3	0	0	0	0	0

MECHANICAL IND BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26950	27900	28900	29950	31000	32050	33100	34200
UPPER QUARTILE	0	24700	25600	26500	27400	28300	29250	30200	31100
MEDIAN	0	22100	23000	23850	24700	25500	26350	27150	27950
LOWER QUARTILE	0	20950	21600	22250	22900	23550	24200	24850	25450
LOWER DECILE	0	18350	19050	19700	20400	21050	21700	22350	22950
MEAN	0	22600	23400	24250	25050	25900	26750	27550	28350
TOTAL NUMBER	1	8	7	15	30	58	71	74	66
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36400	39700	42850	45700	48100	49950	51100	51700	50750
UPPER QUARTILE	32950	35550	38000	40200	42050	43550	44700	45850	46800
MEDIAN	29500	31550	33400	34950	36200	37150	37900	38550	39050
LOWER QUARTILE	26650	28250	29650	30800	31700	32350	32800	33150	33300
LOWER DECILE	24100	25650	26900	27800	28400	28750	28900	28900	28750
MEAN	29950	32200	34150	35850	37200	38200	38900	39500	39850
TOTAL NUMBER	269	311	287	328	266	236	331	330	284
OVER $51000	1	2	6	7	20	28	39	57	52
UNDER $14000	0	2	2	1	0	0	0	0	0

MECHANICAL IND BS NON SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23000	23850	24750	25600	26450	27350	28200	29050	29850
UPPER QUARTILE	21300	22000	22750	23450	24200	24900	25600	26300	26950
MEDIAN	19950	20550	21150	21750	22350	22900	23450	24000	24550
LOWER QUARTILE	18750	19250	19750	20250	20700	21150	21600	22050	22400
LOWER DECILE	17850	18250	18600	18950	19300	19600	19950	20250	20500
MEAN	20150	20800	21400	22000	22600	23200	23800	24350	24900
TOTAL NUMBER	713	551	482	387	314	389	304	285	234
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	1	0	1	1	2	2	4	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31450	33600	35400	36800	37750	38350	38600	38600	38150
UPPER QUARTILE	28200	29900	31300	32300	33050	33450	33600	33550	33150
MEDIAN	25500	26800	27800	28500	28950	29100	29100	28850	28250
LOWER QUARTILE	23150	24000	24650	25100	25300	25400	25350	25200	24900
LOWER DECILE	21000	21650	22100	22400	22550	22600	22600	22550	22350
MEAN	25900	27200	28250	29050	29550	29800	29850	29750	29400
TOTAL NUMBER	575	463	328	290	299	239	316	354	332
OVER $51000	0	0	0	0	0	2	0	2	0
UNDER $14000	3	3	2	2	0	0	0	0	0

MECHANICAL IND MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24750	25800	26900	28050	29200	30350	31550	32750
UPPER QUARTILE	0	23100	24000	24950	25900	26850	27850	28850	29850
MEDIAN	0	21850	22500	23200	23900	24650	25350	26100	26850
LOWER QUARTILE	0	20500	21050	21650	22200	22800	23400	23950	24550
LOWER DECILE	0	19300	19700	20150	20600	21050	21500	21900	22350
MEAN	0	22000	22750	23450	24250	25000	25800	26550	27350
TOTAL NUMBER	0	29	39	50	70	83	84	87	77
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35200	38750	42050	44900	47050	48400	48950	48600	46500
UPPER QUARTILE	31850	34750	37350	39600	41250	42300	42750	42550	40950
MEDIAN	28300	30500	32550	34300	35650	36400	36600	35850	32300
LOWER QUARTILE	25650	27250	28700	29850	30650	31100	31150	30650	28600
LOWER DECILE	23200	24350	25400	26250	26800	27100	27100	26650	24700
MEAN	28900	31150	33200	34900	36200	36950	37150	36700	34500
TOTAL NUMBER	244	256	206	170	102	88	115	75	92
OVER $51000	0	0	3	11	2	5	6	7	5
UNDER $14000	0	1	1	0	0	1	1	0	1

MECHANICAL IND MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	32200	33650	35100	36550
UPPER QUARTILE	0	0	0	0	0	29200	30450	31650	32900
MEDIAN	0	0	0	0	0	25300	26750	28100	29400
LOWER QUARTILE	0	0	0	0	0	24050	24900	25750	26600
LOWER DECILE	0	0	0	0	0	20350	21900	23300	24600
MEAN	0	0	0	0	0	26650	27800	28950	30050
TOTAL NUMBER	0	3	2	3	2	10	11	16	17
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39250	42950	45950	48200	49750	50650	51100	51300	51200
UPPER QUARTILE	35250	38450	41200	43300	44800	45750	46250	46450	46300
MEDIAN	31750	34650	36800	38250	39250	39850	40200	40450	40500
LOWER QUARTILE	28300	30650	32650	34150	35100	35450	35300	34500	32400
LOWER DECILE	26600	28600	29700	30300	30600	30750	30800	30850	30850
MEAN	32200	35000	37250	38900	39950	40550	40800	40850	40700
TOTAL NUMBER	74	110	91	88	46	44	59	39	36
OVER $51000	0	0	3	11	2	5	6	7	5
UNDER $14000	0	0	0	0	0	0	0	0	0

MECHANICAL IND MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24850	25700	26550	27400	28300	29200	30100	30950
UPPER QUARTILE	0	23750	24400	25050	25700	26400	27050	27750	28400
MEDIAN	0	22050	22600	23200	23750	24350	24950	25500	26100
LOWER QUARTILE	0	21000	21400	21800	22250	22650	23050	23450	23850
LOWER DECILE	0	19550	19900	20250	20600	20950	21300	21650	21950
MEAN	0	22300	22850	23450	24000	24550	25150	25700	26250
TOTAL NUMBER	0	26	37	47	68	72	73	71	59
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32700	35200	37350	39150	40400	41100	41300	40800	38800
UPPER QUARTILE	29750	31700	33450	34950	36100	36900	37200	37000	35050
MEDIAN	27200	28750	30100	31200	32000	32400	32400	31850	29800
LOWER QUARTILE	24650	25750	26700	27500	28050	28350	28450	28100	26550
LOWER DECILE	22550	23350	24000	24550	24850	25000	25000	24750	23950
MEAN	27350	28900	30250	31350	32200	32650	32800	32400	30650
TOTAL NUMBER	170	146	115	82	56	44	55	36	56
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	1	0	0	1	1	0	1

MECHANICAL IND PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	31200	0	33300	34350
UPPER QUARTILE	0	0	0	0	0	28750	0	30400	31250
MEDIAN	0	0	0	0	0	26750	0	28100	28750
LOWER QUARTILE	0	0	0	0	0	24350	0	25550	26150
LOWER DECILE	0	0	0	0	0	21700	0	22700	23250
MEAN	0	0	0	0	0	26450	0	27950	28650
TOTAL NUMBER	0	0	2	2	2	6	4	10	8
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36450	39650	42650	45400	47750	49550	50750	51450	50700
UPPER QUARTILE	33000	35650	38400	41100	43650	45950	47850	49550	49600
MEDIAN	30150	32300	34500	36650	38750	40600	42250	43900	44800
LOWER QUARTILE	27400	29250	31100	32800	34400	35800	36850	37700	37400
LOWER DECILE	24300	25850	27350	28800	30050	31100	31850	32350	31700
MEAN	30200	32500	34850	37100	39200	41000	42450	43550	43000
TOTAL NUMBER	24	49	44	40	32	13	6	10	16
OVER $51000	0	0	1	0	6	1	0	4	2
UNDER $14000	0	0	0	0	0	0	0	0	0

MECHANICAL IND PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	1	2	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

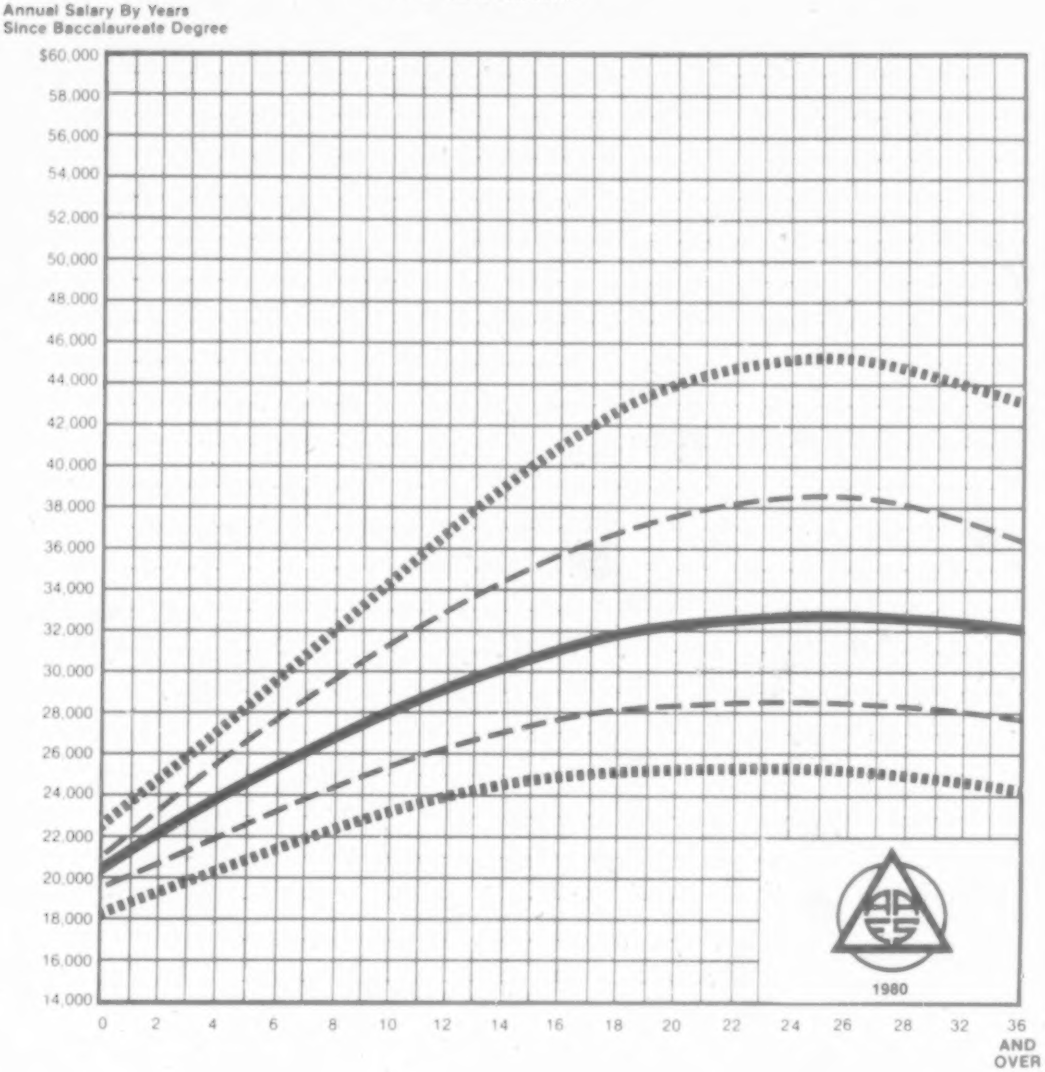
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35850	43250	46900	48400	49050	49300	0	49400	49400
UPPER QUARTILE	31400	37100	41700	45000	47250	48650	0	50000	50200
MEDIAN	30150	33450	36550	39400	41850	43900	0	47050	48350
LOWER QUARTILE	26100	30850	34350	36750	38200	39050	0	39800	39850
LOWER DECILE	25500	27700	29850	31850	33600	34900	0	35700	33250
MEAN	29650	34250	38000	40800	42750	44050	0	45400	45700
TOTAL NUMBER	6	13	11	21	17	5	4	9	8
OVER $51000	0	0	1	0	6	1	0	4	2
UNDER $14000	0	0	0	0	0	0	0	0	0

MECHANICAL IND PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	28050	0	31050	32450
UPPER QUARTILE	0	0	0	0	0	27650	0	29400	30250
MEDIAN	0	0	0	0	0	25250	0	26800	27550
LOWER QUARTILE	0	0	0	0	0	24200	0	25500	26150
LOWER DECILE	0	0	0	0	0	21150	0	22100	22600
MEAN	0	0	0	0	0	25450	0	27150	27950
TOTAL NUMBER	0	0	2	2	2	5	3	8	7
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35050	38400	40900	42750	44000	44850	0	0	45900
UPPER QUARTILE	31900	34300	36450	38300	39900	41200	0	0	44000
MEDIAN	29050	31200	33150	34850	36300	37550	0	0	40300
LOWER QUARTILE	27300	28800	30000	30950	31700	32200	0	0	33100
LOWER DECILE	23500	24750	25800	26650	27300	27800	0	0	28550
MEAN	29500	31600	33350	34800	35900	36750	0	0	38250
TOTAL NUMBER	18	36	33	19	14	8	2	1	8
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

INSTRUMENTS
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22200	23300	24500	25650	26900	28150	29400	30650	31900
UPPER QUARTILE	21450	22450	23450	24500	25500	26550	27600	28600	29600
MEDIAN	20650	21500	22300	23150	23950	24750	25500	26250	27000
LOWER QUARTILE	19500	20250	20950	21650	22300	23000	23600	24200	24800
LOWER DECILE	18150	18800	19450	20050	20650	21250	21800	22300	22750
MEAN	20500	21350	22200	23100	23950	24800	25650	26500	27300
TOTAL NUMBER	186	115	129	82	84	103	90	92	67
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

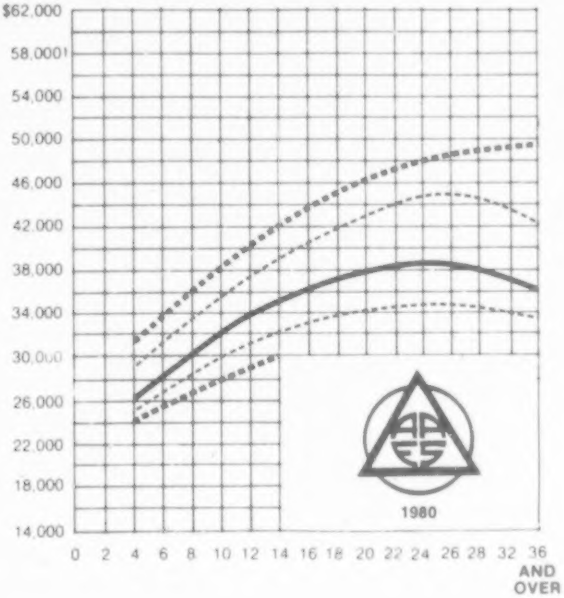
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34400	37850	40800	43050	44450	45100	45150	44550	43100
UPPER QUARTILE	31500	34050	36050	37450	38150	38350	38100	37400	36000
MEDIAN	28350	30050	31350	32200	32650	32850	32800	32500	32050
LOWER QUARTILE	25800	27000	27850	28350	28550	28550	28400	28150	27750
LOWER DECILE	23550	24450	24950	25200	25200	25050	24800	24500	24100
MEAN	28800	30700	32200	33250	33800	33950	33850	33450	32700
TOTAL NUMBER	205	194	138	152	101	65	111	68	59
OVER $51000	0	0	1	2	7	1	1	4	1
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	▬▬▬
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

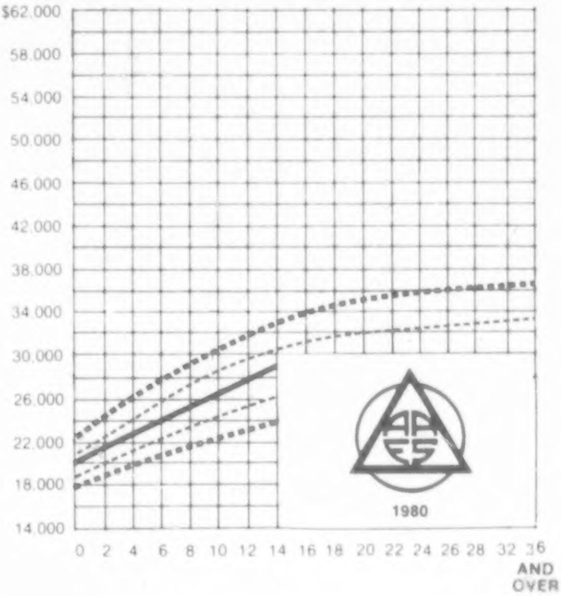
Annual Salary By Years
Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years
Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	30050	31400	32750	34100	35400
UPPER QUARTILE	0	0	0	0	29000	30000	31050	32100	33100
MEDIAN	0	0	0	0	26650	27750	28850	29900	30950
LOWER QUARTILE	0	0	0	0	25450	26350	27200	28000	28750
LOWER DECILE	0	0	0	0	24850	25500	26100	26650	27200
MEAN	0	0	0	0	27100	28150	29200	30200	31200
TOTAL NUMBER	0	1	1	3	5	11	11	21	15
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37950	41400	44250	46450	47950	48900	49400	49600	49500
UPPER QUARTILE	35150	38000	40550	42600	44000	44800	45000	44500	42600
MEDIAN	32850	35250	36950	37950	38400	38350	38050	37450	36650
LOWER QUARTILE	30200	31900	33150	33900	34300	34400	34350	34150	33800
LOWER DECILE	28100	29150	29950	30450	30750	30950	31100	31150	31200
MEAN	33000	35300	37050	38250	38950	39250	39300	39150	38800
TOTAL NUMBER	58	76	55	68	43	20	47	28	21
OVER $51000	0	0	1	2	7	1	1	4	1
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22200	23250	24300	25300	26300	27250	28150	29000	29800
UPPER QUARTILE	21550	22500	23400	24250	25100	25950	26700	27450	28100
MEDIAN	20750	21500	22250	22950	23650	24300	24950	25550	26100
LOWER QUARTILE	19550	20250	20900	21550	22150	22700	23250	23700	24150
LOWER DECILE	18200	18800	19400	19950	20450	20950	21400	21800	22150
MEAN	20550	21350	22100	22850	23550	24250	24900	25500	26100
TOTAL NUMBER	186	114	128	79	79	92	79	71	52
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31250	32950	34200	35000	35500	35800	35950	36000	36050
UPPER QUARTILE	29300	30750	31750	32350	32750	32950	33000	33050	33050
MEDIAN	27100	28250	29000	29450	29650	29700	29600	29450	29250
LOWER QUARTILE	24950	25750	26250	26450	26450	26400	26250	26050	25800
LOWER DECILE	22700	23300	23600	23700	23650	23550	23450	23300	23150
MEAN	27100	28250	29100	29550	29800	29850	29850	29750	29600
TOTAL NUMBER	147	118	83	84	58	45	64	40	38
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

INSTRUMENTS BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22050	23150	24300	25500	26700	27950	29150	30400	31650
UPPER QUARTILE	21400	22400	23400	24400	25400	26400	27400	28350	29300
MEDIAN	20550	21400	22200	22950	23750	24500	25200	25900	26550
LOWER QUARTILE	19400	20150	20850	21550	22250	22850	23450	24050	24550
LOWER DECILE	18100	18750	19350	19950	20550	21100	21600	22100	22550
MEAN	20400	21250	22100	22950	23800	24650	25450	26200	27000
TOTAL NUMBER	186	100	115	67	66	80	70	79	43
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

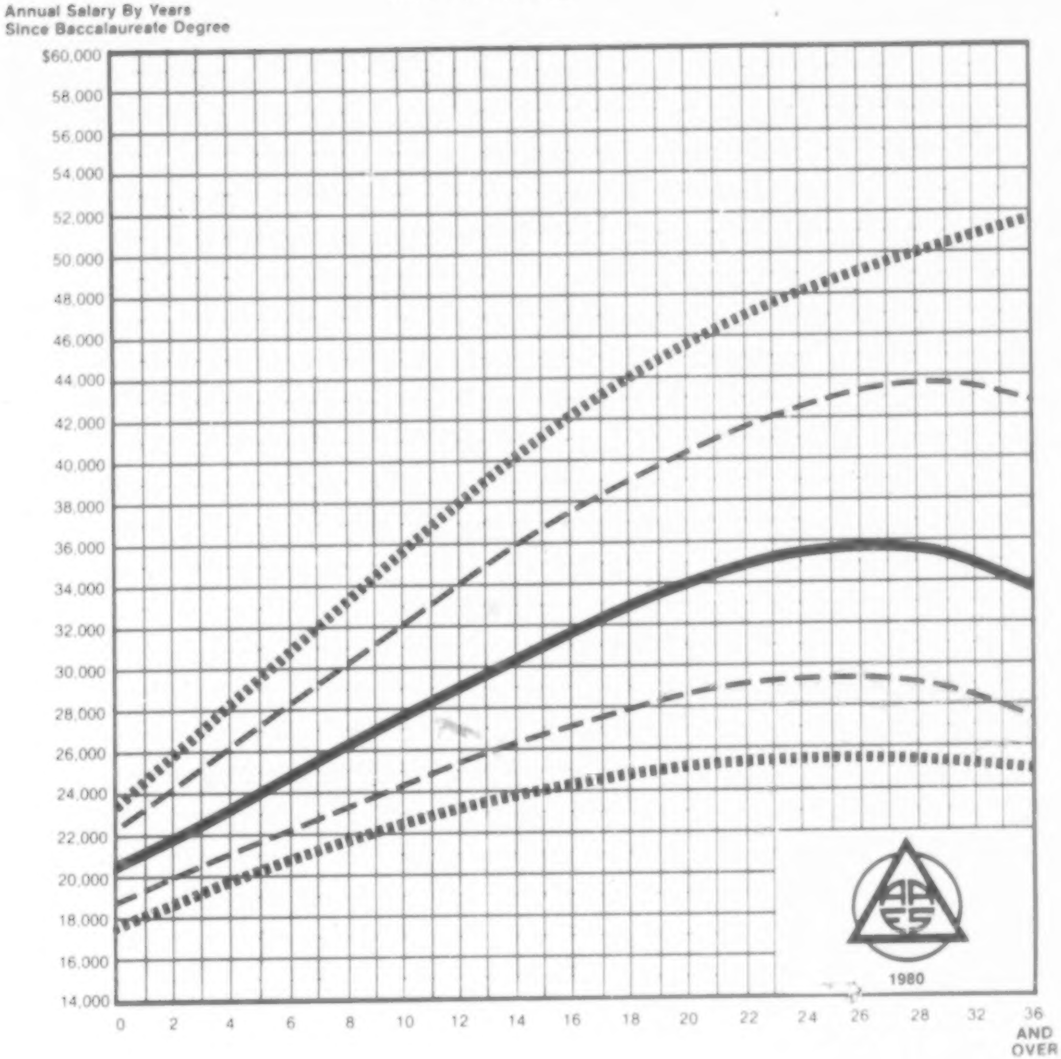
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34050	37350	40200	42300	43700	44400	44550	44200	43250
UPPER QUARTILE	31050	33350	35150	36350	37000	37250	37150	36800	36100
MEDIAN	27800	29300	30450	31300	31800	32100	32200	32250	32200
LOWER QUARTILE	25500	26550	27250	27650	27850	27900	27800	27700	27550
LOWER DECILE	23300	24150	24650	24900	24900	24800	24600	24300	23950
MEAN	28400	30200	31550	32500	33050	33300	33300	33200	32850
TOTAL NUMBER	143	142	101	105	82	49	93	59	52
OVER $51000	0	0	1	1	4	1	1	2	1
UNDER $14000	0	0	0	0	0	0	0	0	0

INSTRUMENTS MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24250	25400	26550	27750	29000	30200	31450	32700
UPPER QUARTILE	0	23100	24100	25050	26100	27100	28150	29150	30200
MEDIAN	0	22500	23250	24050	24850	25600	26400	27200	28000
LOWER QUARTILE	0	21500	22100	22700	23250	23850	24450	25050	25650
LOWER DECILE	0	20500	21000	21500	22000	22500	22950	23400	23850
MEAN	0	22700	23450	24200	25000	25750	26550	27300	28100
TOTAL NUMBER	0	15	14	15	18	23	20	13	24
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35150	38650	41650	43900	45250	45750	45450	44300	41600
UPPER QUARTILE	32200	35000	37400	39150	40200	40500	40150	39000	36250
MEDIAN	29600	31800	33650	35100	35900	36100	35600	34100	30150
LOWER QUARTILE	26800	28400	29850	31000	31800	32150	32050	31200	28200
LOWER DECILE	24600	25600	26250	26600	26650	26450	26000	25150	23450
MEAN	29600	31800	33750	35250	36250	36650	36400	35250	31750
TOTAL NUMBER	62	52	37	47	19	16	18	9	7
OVER $51000	0	0	0	1	3	0	0	2	0
UNDER $14000	0	0	0	0	0	0	0	0	0

MACHINERY
ALL ENGINEERS

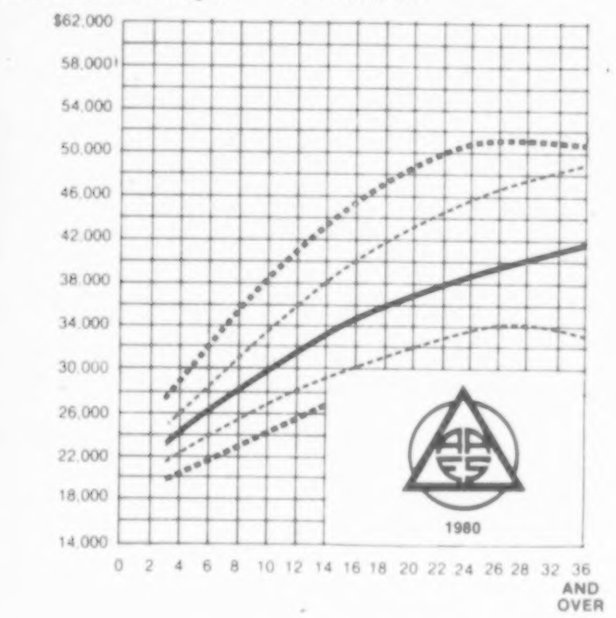


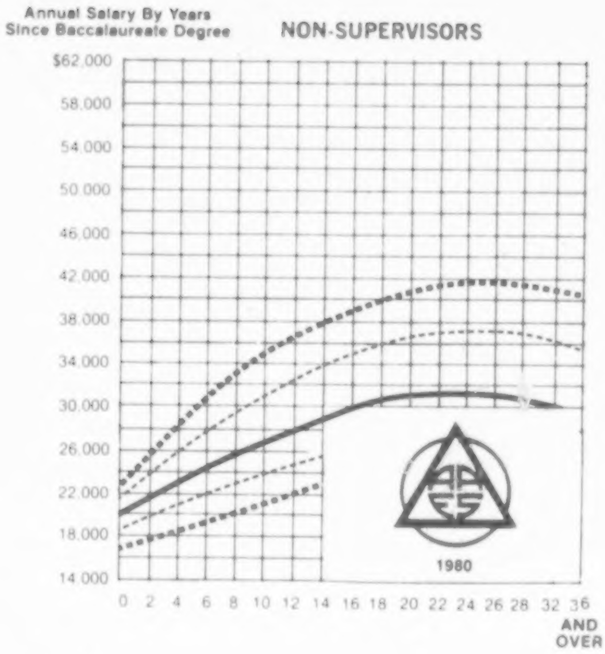
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23850	24950	26100	27300	28450	29650	30900	32100	33350
UPPER QUARTILE	22750	23550	24450	25300	26200	27100	28050	28950	29900
MEDIAN	20450	21150	21850	22600	23350	24100	24800	25600	26300
LOWER QUARTILE	18700	19300	19950	20550	21150	21800	22400	23000	23600
LOWER DECILE	17850	18300	18750	19150	19600	20050	20500	20900	21300
MEAN	20700	21450	22200	22950	23750	24550	25350	26100	26900
TOTAL NUMBER	211	226	205	188	179	185	154	172	137
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35750	39250	42400	45050	47150	48750	49800	50650	51100
UPPER QUARTILE	31800	34600	37200	39500	41350	42600	43350	43450	42050
MEDIAN	27800	29900	31850	33400	34600	35300	35600	35350	33850
LOWER QUARTILE	24700	26200	27450	28350	28950	29150	29050	28600	27350
LOWER DECILE	22100	23200	24100	24750	25200	25400	25350	24950	23700
MEAN	28450	30650	32600	34250	35400	36150	36450	36250	35100
TOTAL NUMBER	381	397	365	314	289	244	301	376	358
OVER $51000	0	2	7	13	14	24	26	39	40
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	━━━━━━
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24750	0	27600	29050	30550	32100	33600	35100
UPPER QUARTILE	0	23400	0	25800	27050	28250	29500	30750	31950
MEDIAN	0	22050	0	23900	24850	25750	26700	27650	28550
LOWER QUARTILE	0	21150	0	22450	23100	23750	24400	25050	25700
LOWER DECILE	0	18950	0	20250	20900	21500	22100	22700	23300
MEAN	0	21850	0	23850	24850	25900	26900	27950	28950
TOTAL NUMBER	0	5	3	5	17	24	33	33	21
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38100	42200	45700	48350	50100	51100	51450	51400	50800
UPPER QUARTILE	34350	37700	40600	43000	44900	46300	47250	48100	48700
MEDIAN	30300	32800	35000	36850	38350	39550	40400	41200	41800
LOWER QUARTILE	27000	28800	30400	31750	32800	33500	33950	34050	33500
LOWER DECILE	24400	25850	27050	28000	28650	29100	29350	29500	29500
MEAN	30900	33550	35850	37650	39000	39850	40400	40700	40800
TOTAL NUMBER	113	138	158	178	132	130	156	179	175
OVER $51000	0	2	7	13	14	24	26	39	40
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23950	25000	26050	27150	28200	29300	30350	31400	32450
UPPER QUARTILE	22900	23650	24350	25100	25850	26600	27350	28150	28900
MEDIAN	20550	21150	21800	22450	23100	23700	24350	25000	25600
LOWER QUARTILE	18850	19400	19950	20500	21050	21550	22100	22550	23050
LOWER DECILE	17950	18350	18750	19150	19500	19900	20250	20600	20950
MEAN	20850	21500	22200	22850	23550	24200	24900	25550	26200
TOTAL NUMBER	211	221	202	182	162	161	120	139	115
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34450	37100	39250	40750	41650	42000	41950	41400	40250
UPPER QUARTILE	30350	32450	34350	35900	37000	37650	37800	37300	35250
MEDIAN	26800	28450	29800	30800	31400	31550	31300	30450	28150
LOWER QUARTILE	23950	25050	25850	26400	26600	26600	26350	25850	24800
LOWER DECILE	21550	22350	23000	23400	23600	23650	23500	23150	22200
MEAN	27400	29050	30400	31350	31900	32100	32000	31400	30000
TOTAL NUMBER	267	259	206	136	157	114	144	197	182
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	······
Upper Quartile	-----
Median	━━━━
Lower Quartile	-----
Lower Decile	·······

MACHINERY BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23850	25000	26150	27350	28500	29700	30900	32100	33300
UPPER QUARTILE	22800	23600	24400	25250	26100	26950	27850	28700	29600
MEDIAN	20500	21100	21750	22450	23100	23800	24450	25150	25850
LOWER QUARTILE	18750	19350	19900	20500	21050	21650	22200	22750	23300
LOWER DECILE	17900	18300	18700	19100	19500	19900	20300	20700	21100
MEAN	20800	21450	22200	22900	23600	24350	25100	25800	26550
TOTAL NUMBER	211	221	197	173	148	155	126	130	112
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	0	0	0	0	0

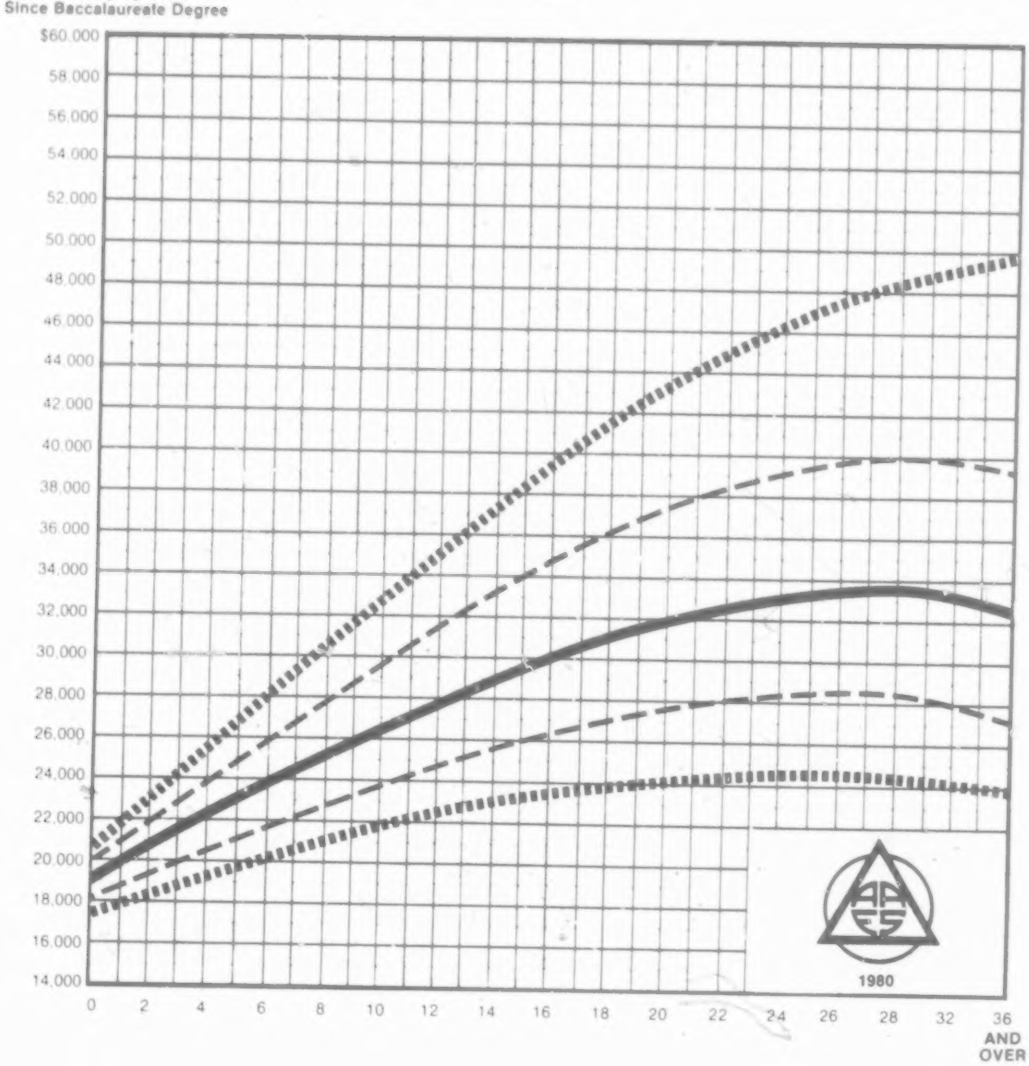
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35650	38950	41900	44400	46450	48050	49200	50250	51050
UPPER QUARTILE	31400	34000	36500	38700	40450	41750	42550	42800	41800
MEDIAN	27200	29150	30950	32500	33700	34450	34850	34700	33150
LOWER QUARTILE	24300	25700	26850	27650	28200	28400	28350	27950	26900
LOWER DECILE	21800	22750	23550	24200	24550	24750	24700	24400	23300
MEAN	28000	30100	31950	33550	34750	35550	35900	35800	34550
TOTAL NUMBER	291	286	247	228	228	197	250	333	299
OVER $51000	0	2	5	4	11	16	23	33	32
UNDER $14000	0	0	0	0	0	0	0	0	0

MACHINERY MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24100	25300	26600	27900	29250	30600	32000	33350
UPPER QUARTILE	0	23100	24150	25200	26300	27450	28550	29700	30850
MEDIAN	0	21750	22550	23350	24150	25000	25850	26650	27500
LOWER QUARTILE	0	19950	20600	21300	22000	22650	23350	24050	24750
LOWER DECILE	0	18750	19300	19800	20350	20900	21450	21950	22500
MEAN	0	21700	22550	23400	24250	25150	26000	26900	27800
TOTAL NUMBER	0	5	8	14	30	30	27	42	25
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36150	40100	43700	46600	48700	50050	50750	50900	50300
UPPER QUARTILE	33100	36350	39200	41550	43200	44200	44600	44450	43250
MEDIAN	29250	31700	34050	36050	37600	38700	39250	39200	37800
LOWER QUARTILE	26150	28050	29800	31150	32150	32750	32900	32550	31000
LOWER DECILE	23500	24900	26150	27100	27800	28250	28400	28200	27200
MEAN	29550	32150	34450	36400	37850	38800	39200	39100	37750
TOTAL NUMBER	89	111	118	86	60	47	50	43	59
OVER $51000	0	0	1	9	2	7	2	5	7
UNDER $14000	0	0	0	0	0	0	0	0	0

METAL INDUSTRIES
ALL ENGINEERS

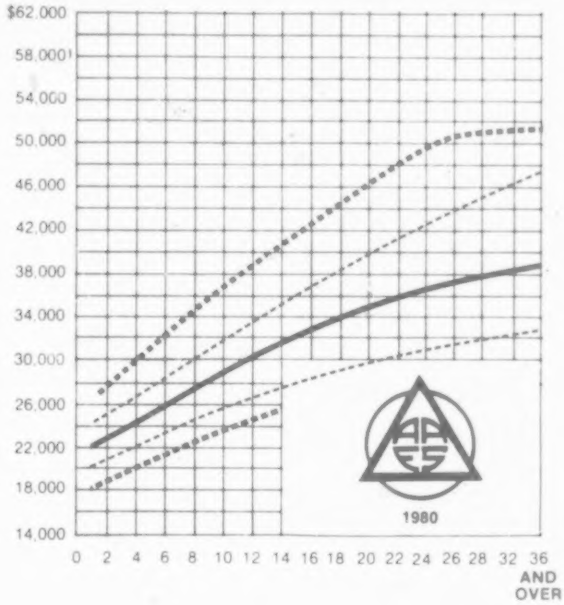


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20950	22050	23150	24300	25500	26700	27900	29100	30350
UPPER QUARTILE	20250	21050	21900	22800	23650	24600	25500	26450	27400
MEDIAN	19300	20000	20700	21400	22150	22850	23600	24350	25050
LOWER QUARTILE	18250	18850	19450	20050	20600	21200	21800	22350	22900
LOWER DECILE	17550	18000	18400	18850	19250	19650	20050	20450	20800
MEAN	19350	20100	20850	21600	22350	23100	23850	24650	25400
TOTAL NUMBER	323	250	199	189	167	254	225	206	185
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	1	2	2	4	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32800	36400	39700	42600	45000	46850	48200	49400	50350
UPPER QUARTILE	29300	32050	34650	36850	38600	39750	40300	40300	39000
MEDIAN	26500	28500	30250	31700	32700	33300	33500	33250	32050
LOWER QUARTILE	23950	25400	26550	27450	28050	28350	28400	28150	27450
LOWER DECILE	21500	22450	23200	23750	24150	24350	24400	24300	23900
MEAN	26900	29000	30900	32450	33600	34350	34750	34750	34100
TOTAL NUMBER	555	517	393	392	329	306	391	338	350
OVER $51000	1	0	7	5	10	17	21	33	33
UNDER $14000	3	6	5	3	0	1	1	0	1

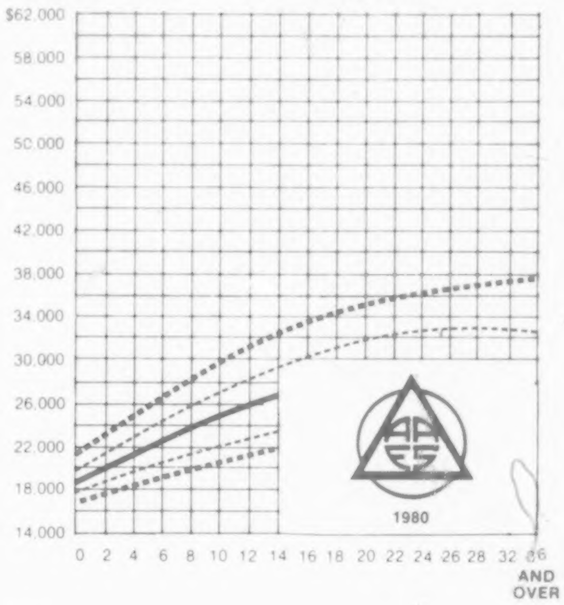
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — ▪
Median	━━━━
Lower Quartile	— — ▪
Lower Decile	▪▪▪▪▪▪▪▪



Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27450	28400	29350	30350	31350	32350	33400	34450
UPPER QUARTILE	0	24050	25000	25900	26850	27800	28750	29700	30650
MEDIAN	0	22250	23050	23800	24600	25350	26150	26900	27700
LOWER QUARTILE	0	20150	20900	21650	22350	23100	23800	24550	25250
LOWER DECILE	0	18750	19350	19950	20600	21200	21800	22400	23000
MEAN	0	22500	23300	24150	24950	25800	26600	27450	28250
TOTAL NUMBER	1	7	7	10	12	35	42	44	50
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36600	39800	42950	45800	48250	50150	51350	51950	50550
UPPER QUARTILE	32550	35250	37800	40050	42000	43650	44950	46200	47350
MEDIAN	29200	31400	33350	35000	36350	37350	38050	38550	38700
LOWER QUARTILE	26550	28400	29900	31100	31950	32500	32800	32900	32800
LOWER DECILE	24150	25700	27000	28000	28700	29100	29200	29000	28300
MEAN	29850	32150	34200	35900	37300	38350	39050	39550	39800
TOTAL NUMBER	188	232	197	214	168	160	208	177	151
OVER $51000	1	0	7	5	10	15	21	31	31
UNDER $14000	0	2	2	1	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21000	21950	22900	23850	24800	25750	26700	27600	28450
UPPER QUARTILE	20350	21100	21800	22550	23300	24050	24750	25500	26200
MEDIAN	19400	20050	20650	21300	21900	22500	23100	23700	24250
LOWER QUARTILE	18350	18900	19450	20000	20500	20950	21400	21850	22250
LOWER DECILE	17600	18000	18400	18800	19150	19500	19800	20100	20350
MEAN	19450	20100	20700	21350	21950	22550	23150	23700	24250
TOTAL NUMBER	322	243	192	179	155	219	183	161	135
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	1	2	2	4	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30100	32300	34050	35400	36350	36950	37300	37550	37650
UPPER QUARTILE	27550	29400	30950	32150	32950	33450	33600	33450	32800
MEDIAN	25300	26650	27750	28550	29050	29300	29350	29200	28800
LOWER QUARTILE	22950	23800	24400	24850	25100	25250	25350	25400	25400
LOWER DECILE	20800	21350	21750	22050	22250	22400	22450	22550	22550
MEAN	25300	26700	27800	28650	29250	29600	29750	29800	29650
TOTAL NUMBER	366	285	196	177	161	146	182	160	198
OVER $51000	0	0	0	0	0	2	0	2	2
UNDER $14000	3	4	3	2	0	1	1	0	1

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

METAL INDUSTRIES BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20900	21850	22900	23950	25000	26100	27200	28350	29500
UPPER QUARTILE	20250	21000	21800	22600	23400	24200	25050	25900	26750
MEDIAN	19350	19950	20650	21300	21950	22600	23300	23950	24650
LOWER QUARTILE	18300	18850	19400	19900	20450	20950	21500	22000	22500
LOWER DECILE	17550	17950	18300	18700	19050	19450	19800	20150	20450
MEAN	19350	20000	20650	21350	22050	22750	23400	24100	24800
TOTAL NUMBER	323	239	178	162	141	217	182	156	144
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	1	2	2	4	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31750	35150	38300	41150	43550	45500	46950	48250	49300
UPPER QUARTILE	28450	30950	33300	35350	37050	38350	39100	39500	39000
MEDIAN	25950	27800	29400	30800	31800	32500	32800	32800	32050
LOWER QUARTILE	23450	24800	25900	26800	27450	27850	27950	27850	27200
LOWER DECILE	21100	21950	22600	23150	23550	23850	24000	24050	24000
MEAN	26200	28150	29950	31500	32750	33600	34100	34300	33800
TOTAL NUMBER	435	370	281	299	260	254	334	303	299
OVER $51000	1	0	2	4	5	13	17	28	25
UNDER $14000	3	5	4	3	0	0	0	0	0

METAL INDUSTRIES BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	27100	28050	29000	29950	30950	31950	33000
UPPER QUARTILE	0	0	24000	24950	25850	26800	27750	28700	29650
MEDIAN	0	0	22650	23400	24100	24850	25600	26350	27050
LOWER QUARTILE	0	0	20900	21550	22200	22850	23500	24150	24800
LOWER DECILE	0	0	19450	20000	20550	21100	21650	22200	22750
MEAN	0	0	22800	23550	24350	25100	25900	26700	27500
TOTAL NUMBER	1	2	5	7	11	29	33	34	35
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35100	38250	41400	44350	46950	49050	50550	51550	50700
UPPER QUARTILE	31500	34250	36750	39000	41000	42650	43950	45300	46450
MEDIAN	28500	30450	32250	33850	35200	36300	37150	38000	38750
LOWER QUARTILE	26000	27750	29250	30500	31450	32150	32550	32800	32700
LOWER DECILE	23800	25300	26600	27650	28450	28950	29100	29000	28050
MEAN	29000	31200	33200	34950	36400	37550	38400	39100	39600
TOTAL NUMBER	142	170	134	160	129	130	178	153	130
OVER $51000	1	0	2	4	5	11	17	26	25
UNDER $14000	0	2	2	1	0	0	0	0	0

METAL INDUSTRIES BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21000	21850	22750	23600	24450	25250	26100	26900	27650
UPPER QUARTILE	20300	21000	21700	22450	23100	23800	24500	25150	25800
MEDIAN	19400	20000	20600	21150	21700	22300	22800	23350	23850
LOWER QUARTILE	18350	18900	19400	19850	20350	20750	21150	21550	21900
LOWER DECILE	17600	17950	18300	18600	18900	19200	19450	19700	19950
MEAN	19400	20000	20600	21150	21700	22250	22800	23300	23850
TOTAL NUMBER	322	237	173	155	129	188	149	122	109
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	1	2	2	4	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29150	31100	32750	34100	35150	35900	36400	36800	37000
UPPER QUARTILE	27000	28650	30000	31050	31800	32350	32650	32850	32850
MEDIAN	24800	26050	27050	27800	28350	28650	28850	28850	28750
LOWER QUARTILE	22550	23300	23850	24300	24600	24800	24950	25050	25100
LOWER DECILE	20400	20900	21350	21650	21900	22100	22200	22350	22400
MEAN	24800	26050	27100	27900	28500	28950	29200	29400	29450
TOTAL NUMBER	293	200	146	139	131	124	155	149	168
OVER $51000	0	0	0	0	0	2	0	2	0
UNDER $14000	3	3	2	2	0	0	0	0	0

METAL INDUSTRIES MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	25750	26550	27400	28300	29200	30100	31050	32050
UPPER QUARTILE	0	22650	23500	24350	25200	26100	27050	28000	28950
MEDIAN	0	21200	21900	22600	23300	24050	24800	25550	26350
LOWER QUARTILE	0	19950	20550	21150	21750	22350	22950	23550	24100
LOWER DECILE	0	19050	19500	19900	20350	20750	21200	21600	22000
MEAN	0	21750	22450	23150	23850	24600	25300	26050	26800
TOTAL NUMBER	0	11	19	26	26	33	38	38	33
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34050	37150	40350	43500	46450	48950	50850	52150	50600
UPPER QUARTILE	30850	33800	36600	39150	41300	42800	43700	43800	41750
MEDIAN	27900	30150	32300	34150	35550	36350	36500	35600	31750
LOWER QUARTILE	25250	26900	28300	29400	30200	30600	30650	30150	28400
LOWER DECILE	22800	23900	24850	25600	26150	26400	26350	25850	23950
MEAN	28300	30500	32550	34400	35850	36850	37350	37150	34950
TOTAL NUMBER	110	112	80	67	50	42	54	29	43
OVER $51000	0	0	2	1	0	4	4	3	5
UNDER $14000	0	1	1	0	0	1	1	0	1

METAL INDUSTRIES MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	32050	0	0	0	35200	36000	36800	37650
UPPER QUARTILE	0	25750	0	0	0	29300	30200	31150	32050
MEDIAN	0	23250	0	0	0	26750	27650	28550	29450
LOWER QUARTILE	0	22550	0	0	0	25200	25850	26550	27200
LOWER DECILE	0	20450	0	0	0	22950	23550	24150	24750
MEAN	0	24800	0	0	0	27850	28600	29350	30150
TOTAL NUMBER	0	5	2	3	1	6	8	8	12
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39300	41700	44100	46300	48250	49850	51050	51800	50850
UPPER QUARTILE	33900	36650	39300	41700	43800	45550	46900	48150	49050
MEDIAN	31150	33600	35750	37500	38800	39650	40150	40300	39850
LOWER QUARTILE	28500	30400	32050	33450	34400	34950	35000	34400	31900
LOWER DECILE	25900	27500	28850	29850	30500	30800	30750	30250	28750
MEAN	31650	33900	35900	37650	39100	40100	40750	41000	40300
TOTAL NUMBER	41	51	41	34	24	26	28	18	18
OVER $51000	0	0	2	1	0	4	4	3	3
UNDER $14000	0	0	0	0	0	0	0	0	0

METAL INDUSTRIES MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24700	25400	26100	26850	27550	28300	29050	29800
UPPER QUARTILE	0	22300	22900	23600	24250	24950	25650	26350	27050
MEDIAN	0	21300	21850	22450	23000	23600	24150	24700	25300
LOWER QUARTILE	0	20300	20700	21100	21550	21950	22350	22750	23150
LOWER DECILE	0	19100	19450	19750	20100	20400	20750	21050	21350
MEAN	0	21600	22150	22650	23200	23750	24300	24800	25350
TOTAL NUMBER	0	6	17	23	25	27	30	30	21
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31350	33650	35950	38050	39900	41350	42300	42750	41000
UPPER QUARTILE	28500	30600	32650	34500	36000	37100	37650	37500	35000
MEDIAN	26400	27950	29300	30450	31250	31700	31800	31350	29400
LOWER QUARTILE	23900	24950	25950	26750	27350	27750	27900	27750	26400
LOWER DECILE	21900	22700	23400	23900	24300	24450	24450	24150	22900
MEAN	26450	28000	29400	30700	31700	32400	32750	32650	30950
TOTAL NUMBER	69	61	39	33	26	16	26	11	25
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	1	1	0	0	1	1	0	1

METAL INDUSTRIES PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	31700	33100	34550
UPPER QUARTILE	0	0	0	0	0	0	30750	31750	32800
MEDIAN	0	0	0	0	0	0	27550	28400	29200
LOWER QUARTILE	0	0	0	0	0	0	25750	26450	27200
LOWER DECILE	0	0	0	0	0	0	23050	23700	24350
MEAN	0	0	0	0	0	0	27900	28800	29650
TOTAL NUMBER	0	0	2	1	0	4	5	11	8
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37350	41500	45200	48250	50400	51650	0	51650	49900
UPPER QUARTILE	34950	38250	41550	44700	47500	49750	0	52200	50400
MEDIAN	30950	33600	36250	38850	41200	43200	0	45650	44250
LOWER QUARTILE	28650	30600	32250	33500	34250	34500	0	33500	31350
LOWER DECILE	25550	27250	28700	29800	30550	30950	0	30700	29600
MEAN	31450	34150	36700	39000	40950	42400	0	43600	42200
TOTAL NUMBER	9	34	31	25	18	10	3	6	7
OVER $51000	0	0	3	0	5	0	0	2	2
UNDER $14000	0	0	0	0	0	0	0	0	0

METAL INDUSTRIES PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	2	3
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

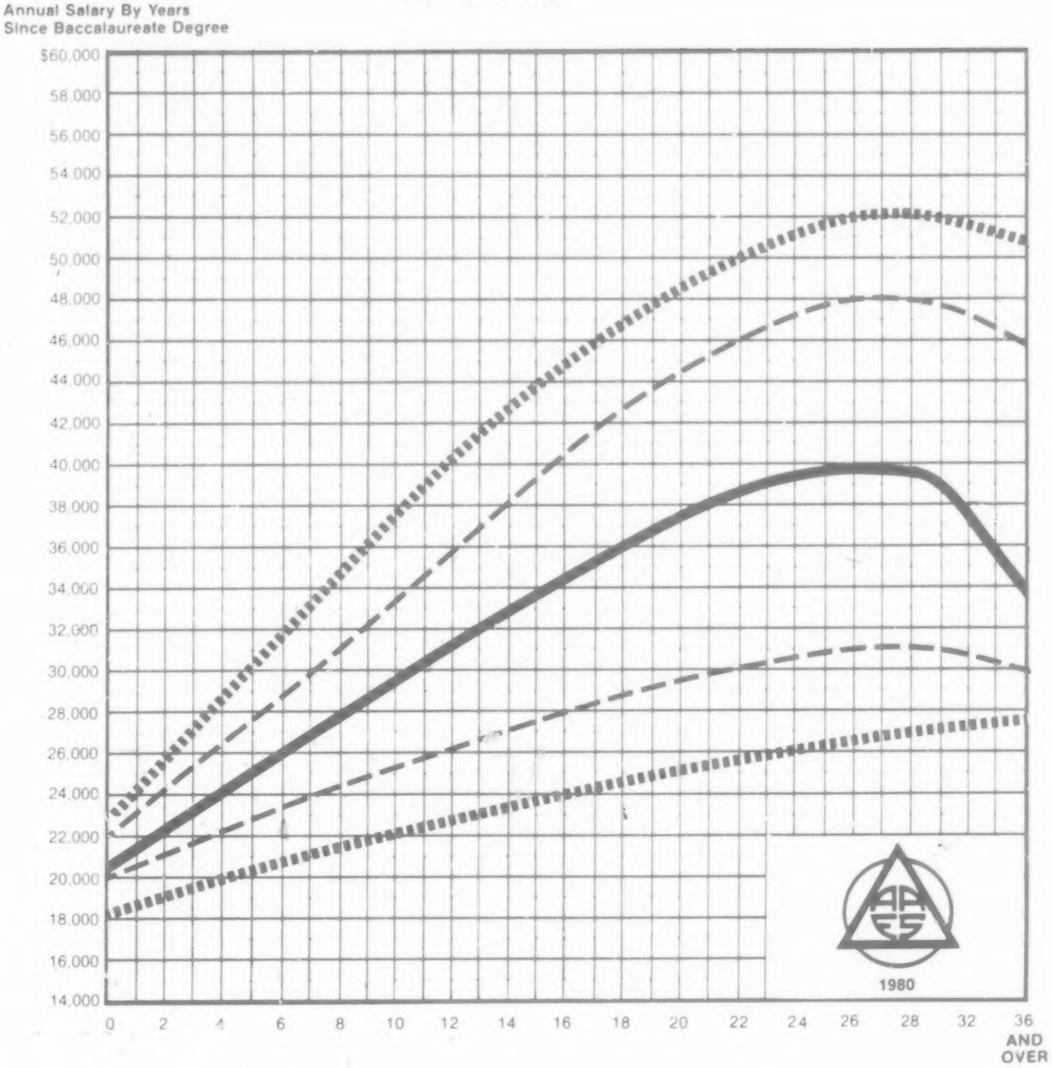
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34850	42050	47100	49800	50850	0	0	50350	0
UPPER QUARTILE	30100	39650	45750	48600	49650	0	0	50100	0
MEDIAN	27600	35650	40700	43250	44300	0	0	45050	0
LOWER QUARTILE	24750	31100	35200	37000	37400	0	0	36650	0
LOWER DECILE	23800	29850	32700	33200	32750	0	0	31500	0
MEAN	28450	35700	40300	42500	43300	0	0	43500	0
TOTAL NUMBER	5	11	21	20	14	4	2	6	3
OVER $51000	0	0	3	0	5	0	0	2	2
UNDER $14000	0	0	0	0	0	0	0	0	0

METAL INDUSTRIES PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	32150	32950
UPPER QUARTILE	0	0	0	0	0	0	0	30550	31050
MEDIAN	0	0	0	0	0	0	0	28450	28800
LOWER QUARTILE	0	0	0	0	0	0	0	26400	27000
LOWER DECILE	0	0	0	0	0	0	0	24100	25000
MEAN	0	0	0	0	0	0	0	28150	28800
TOTAL NUMBER	0	0	2	1	0	4	4	9	5
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	36650	38750	40700	0	43950	0	0	0
UPPER QUARTILE	0	33900	35800	37950	0	43050	0	0	0
MEDIAN	0	31050	32950	35350	0	42700	0	0	0
LOWER QUARTILE	0	29450	30400	31000	0	31600	0	0	0
LOWER DECILE	0	27700	27950	27600	0	26200	0	0	0
MEAN	0	31750	33300	34650	0	36800	0	0	0
TOTAL NUMBER	4	23	10	5	4	6	1	0	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

METALS, BASIC
ALL ENGINEERS



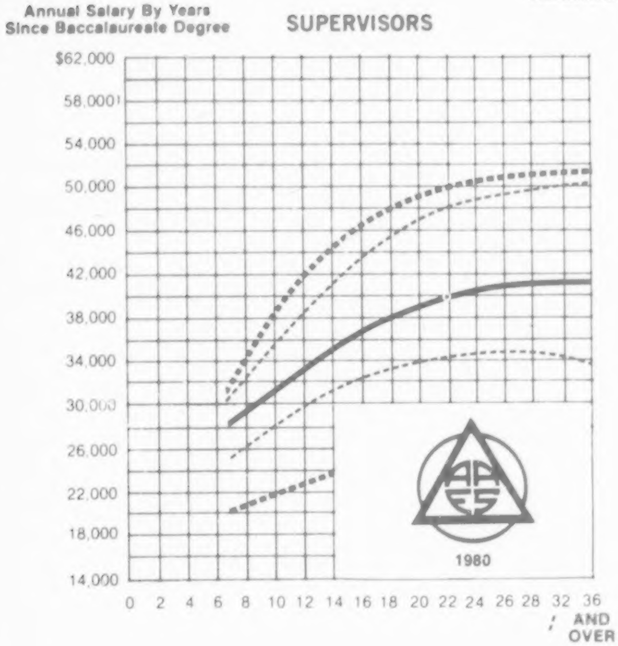
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23250	24450	25650	26900	28200	29550	30900	32300	33700
UPPER QUARTILE	22200	23150	24100	25100	26150	27200	28300	29450	30600
MEDIAN	20700	21500	22250	23050	23900	24750	25600	26500	27400
LOWER QUARTILE	20150	20650	21150	21650	22150	22650	23150	23700	24200
LOWER DECILE	18350	18700	19050	19450	19800	20150	20500	20850	21200
MEAN	21300	22000	22750	23450	24250	25000	25800	26600	27450
TOTAL NUMBER	6	5	6	9	15	11	8	17	11
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

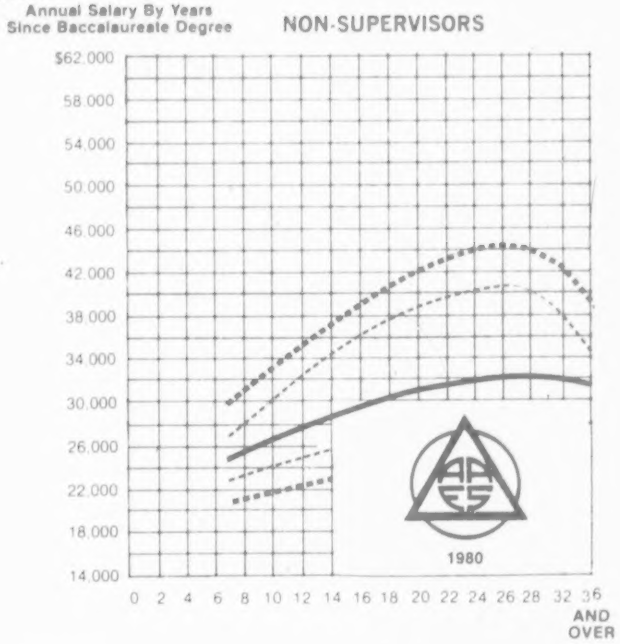
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36550	40750	44600	47800	50150	51600	52200	51950	50400
UPPER QUARTILE	32950	36550	40100	43200	45750	47400	48100	47500	43800
MEDIAN	29250	32050	34700	37050	38800	39800	39900	38600	33550
LOWER QUARTILE	25200	26700	28050	29250	30250	30950	31350	31300	29800
LOWER DECILE	21950	23000	24000	24950	25750	26450	27000	27450	27450
MEAN	29100	31650	34100	36350	38200	39550	40200	39900	36550
TOTAL NUMBER	58	52	56	45	35	49	49	26	80
OVER $51000	0	0	5	2	2	4	4	6	16
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	▬▬▬
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

METALS, BASIC





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	30900	33300
UPPER QUARTILE	0	0	0	0	0	0	0	30150	32100
MEDIAN	0	0	0	0	0	0	0	28450	29700
LOWER QUARTILE	0	0	0	0	0	0	0	25900	26800
LOWER DECILE	0	0	0	0	0	0	0	20000	20550
MEAN	0	0	0	0	0	0	0	27300	28800
TOTAL NUMBER	0	2	3	1	2	1	4	7	5
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37850	43650	47650	49900	50900	51150	51100	50950	50800
UPPER QUARTILE	35850	40650	44250	46700	48250	49150	49700	50050	50200
MEDIAN	32150	35350	37900	39650	40750	41350	41550	41500	41300
LOWER QUARTILE	28450	30650	32400	33600	34350	34650	34650	34400	33850
LOWER DECILE	21600	23250	24900	26500	27950	29250	30250	31050	30700
MEAN	31600	35150	37700	39450	40550	41150	41500	41700	41800
TOTAL NUMBER	22	22	38	30	26	32	30	15	39
OVER $51000	0	0	5	2	2	4	4	6	14
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23650	0	0	26250	27150	28100	0	30050	31000
UPPER QUARTILE	22000	0	0	24400	25200	26050	0	27850	28750
MEDIAN	22250	0	0	23700	24200	24700	0	25700	26150
LOWER QUARTILE	21400	0	0	22350	22650	22950	0	23600	23900
LOWER DECILE	21800	0	0	21100	21000	20950	0	20950	21000
MEAN	21800	0	0	23450	24050	24600	0	25750	26300
TOTAL NUMBER	6	3	3	8	13	10	4	9	6
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33050	36100	39000	41550	43500	44650	44850	43650	38350
UPPER QUARTILE	30550	33250	35800	38000	39650	40550	40550	39300	34400
MEDIAN	27100	28450	29700	30800	31650	32250	32550	32500	31100
LOWER QUARTILE	24500	25350	26150	26850	27500	28000	28350	28650	28500
LOWER DECILE	21150	21600	22150	22800	23500	24150	24800	25450	26050
MEAN	27450	29100	30600	31950	33000	33750	34100	33950	32100
TOTAL NUMBER	35	30	18	14	9	17	18	10	40
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

METALS BASIC BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	0	0	0	26350	27650	29000	30350	31750
UPPER QUARTILE	21900	0	0	0	25100	26000	26900	27800	28750
MEDIAN	21900	0	0	0	24050	24600	25150	25700	26250
LOWER QUARTILE	21050	0	0	0	22550	22950	23350	23700	24100
LOWER DECILE	22050	0	0	0	20400	20250	20200	20150	20200
MEAN	21450	0	0	0	23900	24550	25200	25850	26550
TOTAL NUMBER	6	3	3	4	13	8	5	6	5
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

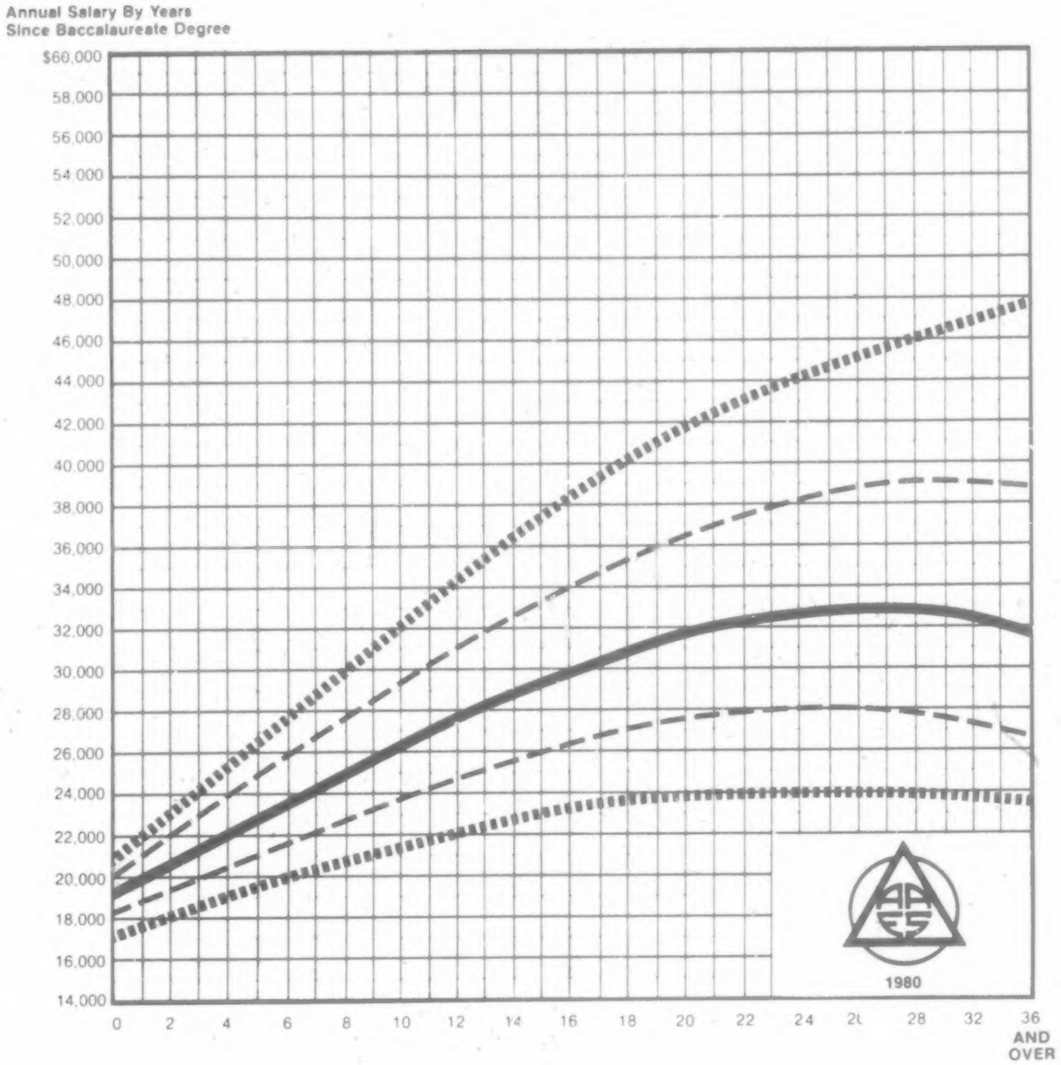
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34550	38650	42500	45700	48150	49800	50600	50800	49950
UPPER QUARTILE	30700	33700	36750	39700	42300	44350	45600	45850	42450
MEDIAN	27350	28950	30500	31950	33150	34150	34800	35150	34200
LOWER QUARTILE	24850	25950	26950	27850	28650	29300	29750	30100	29750
LOWER DECILE	20450	21100	21950	23000	24100	25200	26200	27200	28800
MEAN	27900	29950	31950	33800	35400	36650	37500	37800	36200
TOTAL NUMBER	47	37	26	26	15	34	39	18	60
OVER $51000	0	0	2	2	0	0	3	5	9
UNDER $14000	0	0	0	0	0	0	0	0	0

METALS BASIC MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	24500	0	0	0	31650	33500
UPPER QUARTILE	0	0	0	23800	0	0	0	30900	32550
MEDIAN	0	0	0	23600	0	0	0	27750	28900
LOWER QUARTILE	0	0	0	21250	0	0	0	25050	26050
LOWER DECILE	0	0	0	20100	0	0	0	22950	23650
MEAN	0	0	0	22950	0	0	0	27550	28750
TOTAL NUMBER	0	2	3	5	2	3	3	10	6
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37150	42200	46300	49150	50850	51550	51650	51300	50700
UPPER QUARTILE	35750	39800	43000	45300	46900	47850	48450	48750	48900
MEDIAN	31200	34700	38050	41000	43150	44250	44250	42550	36800
LOWER QUARTILE	28150	31350	34450	37100	39000	39800	39400	37100	30300
LOWER DECILE	25100	27150	28900	30300	31050	31150	30600	28850	24300
MEAN	31200	34800	38100	40800	42600	43450	43400	42200	38900
TOTAL NUMBER	10	14	29	18	20	15	10	8	19
OVER $51000	0	0	3	0	2	4	1	1	6
UNDER $14000	0	0	0	0	0	0	0	0	0

METAL PRODUCTS, FABRICATED
ALL ENGINEERS

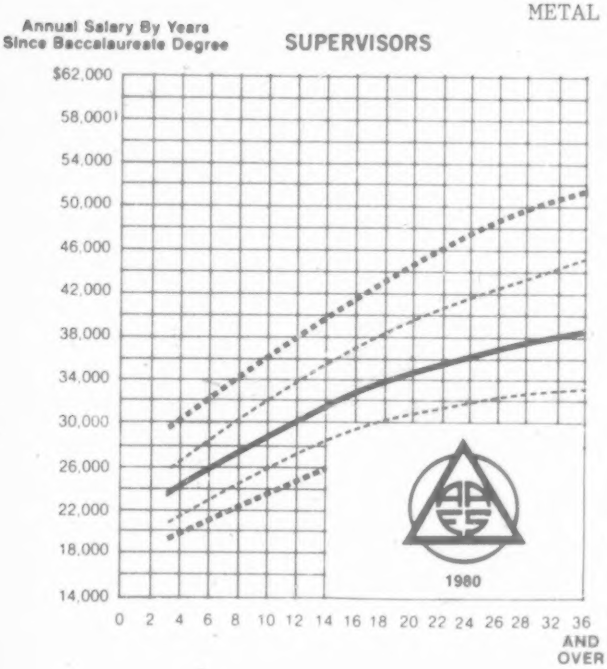


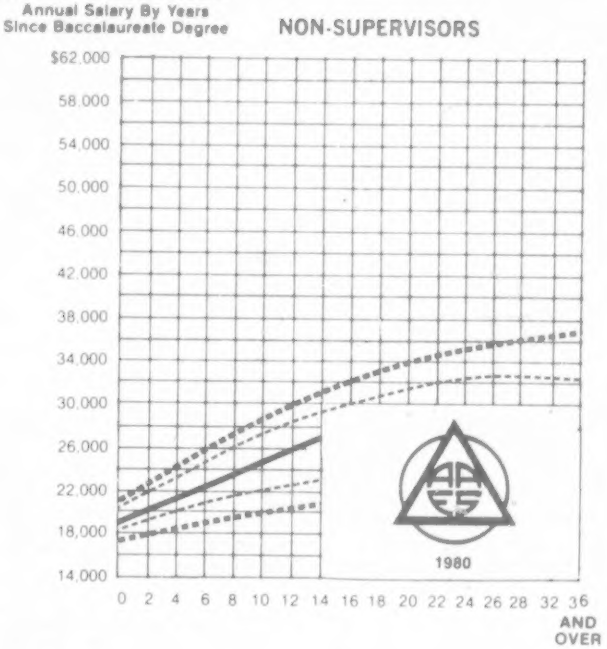
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20900	21950	23100	24200	25350	26500	27650	28850	30000
UPPER QUARTILE	20200	21000	21850	22700	23550	24450	25350	26250	27150
MEDIAN	19300	19950	20650	21350	22100	22800	23500	24200	24950
LOWER QUARTILE	18300	18850	19400	20000	20550	21150	21700	22250	22800
LOWER DECILE	17500	17950	18400	18800	19250	19650	20050	20450	20850
MEAN	19350	20050	20750	21500	22250	22950	23700	24450	25200
TOTAL NUMBER	317	245	193	180	152	243	217	189	174
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	1	2	2	4	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32300	35550	38500	41000	43100	44750	45950	47100	47950
UPPER QUARTILE	28900	31500	33900	35900	37500	38550	39150	39300	38650
MEDIAN	26300	28250	29950	31300	32300	32850	33000	32750	31600
LOWER QUARTILE	23850	25250	26400	27300	27850	28100	28100	27750	26700
LOWER DECILE	21550	22450	23200	23700	24000	24150	24150	23950	23450
MEAN	26600	28650	30450	31900	33000	33700	34050	34050	33400
TOTAL NUMBER	497	465	337	347	294	257	342	312	270
OVER $51000	1	0	2	3	8	13	17	27	17
UNDER $14000	3	6	5	3	0	1	1	0	1

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28250	0	29850	30650	31500	32350	33200	34100
UPPER QUARTILE	0	23700	0	25550	26500	27400	28350	29300	30250
MEDIAN	0	21900	0	23450	24250	25050	25800	26600	27400
LOWER QUARTILE	0	19300	0	21000	21850	22700	23500	24300	25100
LOWER DECILE	0	18300	0	19650	20350	21050	21750	22400	23050
MEAN	0	22300	0	23900	24750	25550	26400	27200	28000
TOTAL NUMBER	1	5	4	9	10	34	38	37	45
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35850	38600	41350	44000	46450	48600	50250	51500	50850
UPPER QUARTILE	32100	34700	37100	39250	41050	42550	43750	44850	45850
MEDIAN	28900	31000	32900	34500	35800	36750	37450	38050	38400
LOWER QUARTILE	26500	28400	29900	31000	31750	32250	32500	32700	32750
LOWER DECILE	24300	25900	27250	28200	28750	29000	29050	28800	28150
MEAN	29600	31800	33750	35400	36750	37750	38450	39000	39300
TOTAL NUMBER	166	210	159	184	142	128	178	162	112
OVER $51000	1	0	2	3	8	11	17	25	17
UNDER $14000	0	2	2	1	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20950	21900	22850	23800	24750	25650	26550	27400	28250
UPPER QUARTILE	20250	21000	21750	22500	23200	23950	24650	25400	26050
MEDIAN	19400	20000	20600	21250	21850	22450	23000	23600	24150
LOWER QUARTILE	18350	18900	19450	19950	20450	20900	21350	21800	22150
LOWER DECILE	17550	18000	18400	18800	19150	19450	19750	20050	20300
MEAN	19400	20000	20650	21250	21850	22450	23050	23600	24150
TOTAL NUMBER	316	240	189	171	142	209	179	152	129
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	1	2	2	4	3

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29750	31700	33300	34450	35300	35950	36350	36650	36850
UPPER QUARTILE	27400	29150	30600	31700	32450	32850	33000	32950	32500
MEDIAN	25150	26500	27550	28300	28750	29000	29000	28850	28450
LOWER QUARTILE	22900	23750	24350	24750	24950	25050	25050	25000	24850
LOWER DECILE	20750	21250	21600	21850	22050	22150	22250	22300	22300
MEAN	25150	26500	27550	28300	28850	29150	29250	29250	29050
TOTAL NUMBER	331	255	178	163	152	129	164	150	158
OVER $51000	0	0	0	0	0	2	0	2	0
UNDER $14000	3	4	3	2	0	1	1	0	1

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

METALS PROD FABRICATED BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20850	21850	22850	23900	24950	26050	27100	28200	29300
UPPER QUARTILE	20250	21000	21750	22550	23300	24150	24950	25800	26600
MEDIAN	19350	19950	20600	21250	21900	22550	23200	23850	24500
LOWER QUARTILE	18300	18800	19350	19900	20400	20950	21450	22000	22500
LOWER DECILE	17500	17900	18300	18700	19050	19450	19800	20150	20500
MEAN	19300	19950	20600	21300	21950	22650	23350	24000	24700
TOTAL NUMBER	317	236	175	158	128	209	177	150	139
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	1	2	2	4	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31500	34700	37700	40300	42500	44250	45550	46750	47650
UPPER QUARTILE	28250	30700	33000	35000	36650	37850	38600	38950	38400
MEDIAN	25800	27650	29300	30650	31700	32400	32700	32600	31500
LOWER QUARTILE	23450	24750	25850	26750	27300	27650	27700	27500	26750
LOWER DECILE	21150	22000	22700	23200	23550	23800	23850	23850	23550
MEAN	26050	28000	29750	31250	32400	33250	33700	33850	33300
TOTAL NUMBER	388	333	255	273	245	220	295	285	239
OVER $51000	1	0	0	2	5	13	14	23	16
UNDER $14000	3	5	4	3	0	0	0	0	0

METALS PROD FABRICATED MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	25400	26250	27150	28050	28950	29900	30850	31850
UPPER QUARTILE	0	22050	22950	23850	24800	25750	26700	27650	28650
MEDIAN	0	21300	22000	22650	23350	24050	24750	25450	26200
LOWER QUARTILE	0	19800	20450	21050	21700	22300	22950	23550	24150
LOWER DECILE	0	18900	19300	19750	20150	20600	21000	21450	21850
MEAN	0	21650	22350	23100	23800	24550	25300	26000	26750
TOTAL NUMBER	0	9	16	21	24	32	37	33	29
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	2

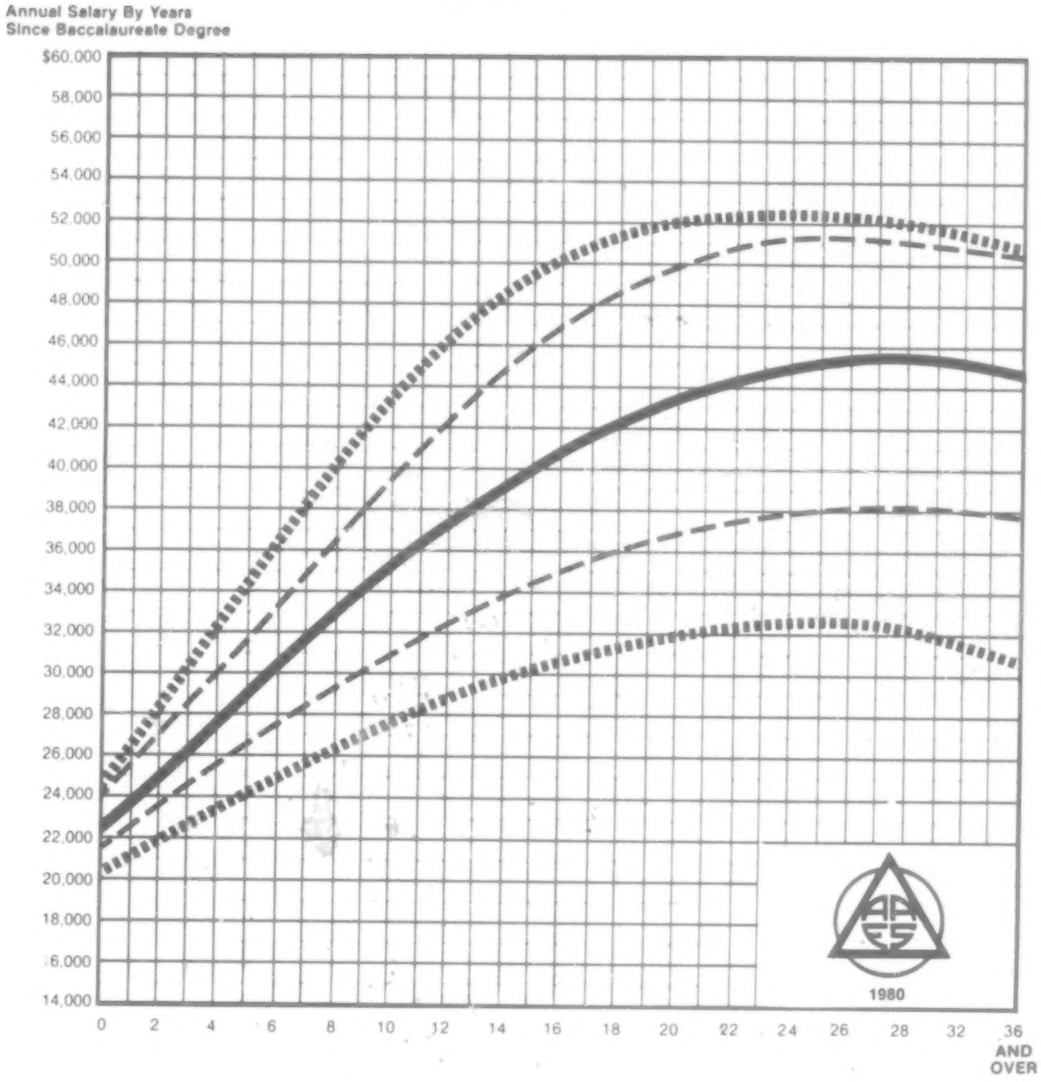
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33800	36850	39850	42650	45100	47000	48250	48700	46650
UPPER QUARTILE	30600	33400	36000	38100	39700	40700	41050	40750	39050
MEDIAN	27650	29700	31650	33250	34400	35000	35000	34050	30350
LOWER QUARTILE	25350	26900	28250	29200	29750	29950	29800	29100	27400
LOWER DECILE	22600	23700	24650	25350	25800	26000	25900	25300	23250
MEAN	28200	30300	32200	33800	34950	35600	35800	35350	33250
TOTAL NUMBER	103	108	71	62	41	29	46	25	28
OVER $51000	0	0	2	1	0	0	3	3	1
UNDER $14000	0	1	1	0	0	1	1	0	1

METALS PROD FABRICATED PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	37200	36450
UPPER QUARTILE	0	0	0	0	0	0	0	33600	32500
MEDIAN	0	0	0	0	0	0	0	29450	29150
LOWER QUARTILE	0	0	0	0	0	0	0	25350	26000
LOWER DECILE	0	0	0	0	0	0	0	23350	23850
MEAN	0	0	0	0	0	0	0	28900	29400
TOTAL NUMBER	0	0	2	1	0	2	3	6	6
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36300	37950	40850	44100	47100	49550	0	0	0
UPPER QUARTILE	32150	34000	37300	40950	44250	46750	0	0	0
MEDIAN	29450	31350	34150	37200	40000	42150	0	0	0
LOWER QUARTILE	27250	28900	30300	31400	32300	32950	0	0	0
LOWER DECILE	24800	26050	27050	27700	27950	27750	0	0	0
MEAN	30500	32300	34150	36150	38250	40450	0	0	0
TOTAL NUMBER	6	24	11	12	8	8	1	2	3
OVER $51000	0	0	0	0	3	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

PETROLEUM
ALL ENGINEERS

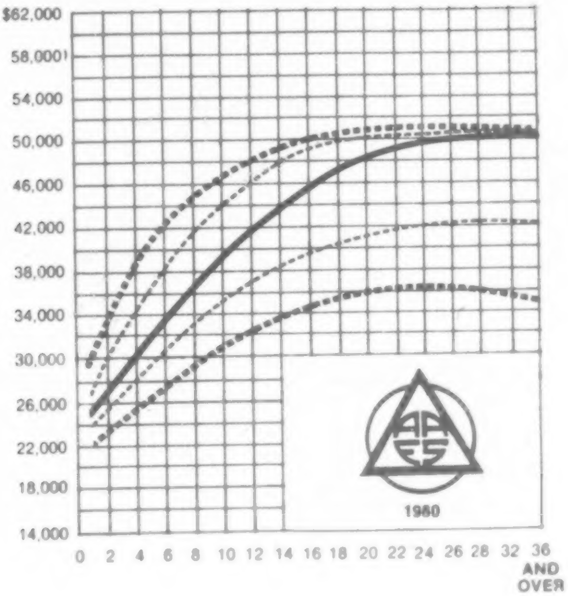


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24850	26700	23600	30600	32550	34550	36550	38500	40350
UPPER QUARTILE	24050	25450	26900	28350	29850	31400	32950	34550	36100
MEDIAN	22700	23850	25050	26250	27500	28750	30000	31250	32500
LOWER QUARTILE	21150	22200	23250	24300	25350	26400	27400	28400	29400
LOWER DECILE	20450	21200	22000	22750	23550	24300	25050	25800	26500
MEAN	22700	23950	25200	26500	27800	29150	30450	31700	33000
TOTAL NUMBER	553	527	579	394	504	503	376	305	274
OVER $51000	0	0	0	0	1	0	0	0	2
UNDER $14000	0	1	0	2	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43750	47850	50550	51850	52200	52000	51500	50800	50100
UPPER QUARTILE	39200	43450	46950	49550	51150	51850	51850	51350	50100
MEDIAN	34900	38200	41000	43050	44450	45200	45450	45300	44700
LOWER QUARTILE	31250	33600	35500	36800	37650	38050	38200	38150	37900
LOWER DECILE	27850	29600	30950	31850	32350	32400	32200	31600	30400
MEAN	35400	38550	41000	42700	43700	44150	44200	44000	43500
TOTAL NUMBER	1006	661	568	506	442	468	745	605	502
OVER $51000	27	46	83	122	121	142	247	198	172
UNDER $14000	0	0	0	0	0	0	0	1	0

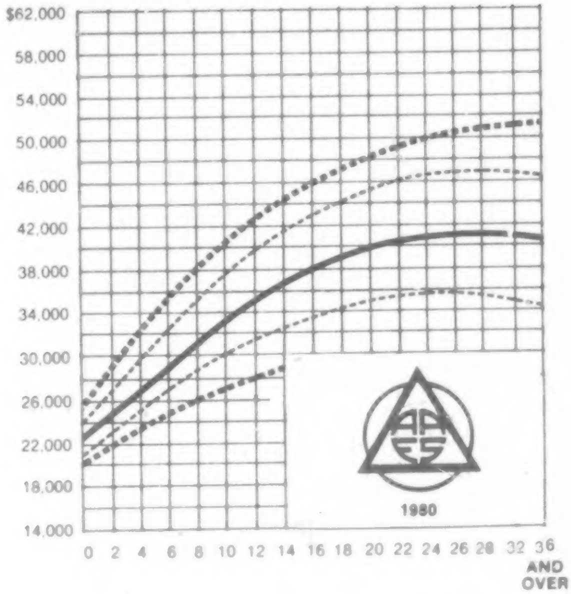
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪



Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29250	32350	35350	38200	40800	43050	45050	46650
UPPER QUARTILE	0	26400	28600	30800	33050	35250	37400	39400	41350
MEDIAN	0	25050	26600	28250	29900	31550	33200	34800	36400
LOWER QUARTILE	0	23700	24950	26250	27600	28900	30200	31450	32650
LOWER DECILE	0	22550	23500	24450	25400	26350	27300	28250	29150
MEAN	0	25650	27300	29000	30650	32350	33950	35500	37000
TOTAL NUMBER	1	6	14	10	35	61	45	45	52
OVER $51000	0	0	0	0	0	0	0	0	2
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	49000	50800	51300	51350	51200	51100	51000	50950	50950
UPPER QUARTILE	44700	48350	50450	51350	51550	51450	51200	50900	50700
MEDIAN	39400	43250	46250	48300	49500	50150	50400	50500	50400
LOWER QUARTILE	35000	37950	40150	41650	42450	42750	42750	42450	42050
LOWER DECILE	30850	33100	34850	36050	36650	36800	36600	35950	34750
MEAN	39700	42900	45100	46350	46950	47150	47100	46950	46750
TOTAL NUMBER	306	258	238	239	225	252	400	353	255
OVER $51000	26	44	71	106	98	124	191	162	139
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25050	26750	28500	30200	31900	33550	35150	36700	38150
UPPER QUARTILE	24200	25500	26800	28100	29450	30800	32100	33450	34700
MEDIAN	22750	23850	25000	26150	27300	28450	29550	30650	31700
LOWER QUARTILE	21200	22200	23200	24200	25200	26150	27050	27950	28800
LOWER DECILE	20450	21250	22000	22750	23500	24200	24850	25500	26100
MEAN	22800	23950	25150	26300	27500	28650	29750	30850	31900
TOTAL NUMBER	551	521	564	384	469	442	331	259	222
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	2	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40850	44250	46850	48700	49950	50700	51150	51400	51450
UPPER QUARTILE	37150	40400	43000	44850	46000	46600	46800	46700	46350
MEDIAN	33650	36150	38000	39300	40100	40450	40600	40500	40300
LOWER QUARTILE	30300	32200	33500	34300	34750	34900	34900	34750	34550
LOWER DECILE	27150	28350	29150	29500	29550	29400	29100	28700	28150
MEAN	33850	36250	38100	39300	40000	40350	40450	40400	40200
TOTAL NUMBER	708	402	329	266	217	216	344	252	246
OVER $51000	1	1	12	16	22	17	55	35	32
UNDER $14000	0	0	0	0	0	0	0	1	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

PETROLEUM BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24850	26600	28450	30350	32250	34200	36100	38000	39800
UPPER QUARTILE	24150	25500	26850	28300	29800	31250	32800	34300	35800
MEDIAN	22750	23900	25100	26300	27500	28700	29900	31050	32200
LOWER QUARTILE	21200	22250	23250	24300	25300	26250	27150	28050	28900
LOWER DECILE	20650	21300	21950	22600	23250	23900	24550	25200	25800
MEAN	22700	23950	25150	26400	27650	28900	30150	31350	32550
TOTAL NUMBER	553	478	500	280	413	375	270	190	173
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	0	2	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43200	47350	50150	51650	52150	52000	51550	50800	50050
UPPER QUARTILE	38800	42950	46400	49000	50650	51500	51700	51300	50350
MEDIAN	34450	37400	39800	41650	42950	43800	44250	44500	44600
LOWER QUARTILE	30500	32500	34100	35300	36200	36800	37200	37450	37600
LOWER DECILE	26950	28500	29750	30650	31200	31450	31400	31050	30100
MEAN	34750	37700	40000	41650	42650	43250	43450	43450	43250
TOTAL NUMBER	645	381	296	318	316	374	622	478	391
OVER $51000	10	27	35	79	80	100	195	136	127
UNDER $14000	0	0	0	0	0	0	0	1	0

PETROLEUM BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28900	31350	33750	36150	38400	40500	42500	44250
UPPER QUARTILE	0	26250	28150	30150	32100	34100	36050	37950	39750
MEDIAN	0	25200	26600	28050	29500	30950	32400	33850	35250
LOWER QUARTILE	0	23950	25050	26200	27350	28500	29600	30700	31800
LOWER DECILE	0	22650	23400	24200	25000	25800	26600	27400	28200
MEAN	0	25450	26950	28450	29950	31450	32950	34350	35750
TOTAL NUMBER	1	6	14	10	32	49	34	31	36
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	47100	49900	51200	51550	51500	51300	51100	50900	50750
UPPER QUARTILE	43100	47050	49650	51000	51550	51550	51300	50950	50600
MEDIAN	37950	41500	44400	46550	48050	48950	49500	49800	49950
LOWER QUARTILE	33850	36550	38650	40200	41200	41800	42000	42050	41850
LOWER DECILE	29700	31800	33550	34850	35700	36050	36000	35400	33750
MEAN	38300	41500	43800	45300	46150	46500	46600	46550	46350
TOTAL NUMBER	205	158	139	155	179	208	344	280	207
OVER $51000	10	25	30	65	65	90	159	112	112
UNDER $14000	0	0	0	0	0	0	0	0	0

PETROLEUM BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24950	26650	28400	30150	31850	33500	35100	36600	38050
UPPER QUARTILE	24100	25500	26900	28300	29650	30950	32250	33450	34650
MEDIAN	22700	23900	25100	26250	27400	28500	29500	30500	31400
LOWER QUARTILE	21150	22250	23250	24250	25200	26050	26900	27650	28350
LOWER DECILE	20400	21250	22000	22750	23400	24000	24550	25000	25450
MEAN	22700	23950	25150	26350	27500	28600	29600	30600	31550
TOTAL NUMBER	551	472	485	270	380	326	235	159	136
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	0	2	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40700	44000	46500	48250	49400	50150	50550	50800	50900
UPPER QUARTILE	36750	39450	41450	42950	44000	44650	45100	45450	45650
MEDIAN	33050	35100	36600	37700	38450	38950	39250	39500	39600
LOWER QUARTILE	29600	31050	32050	32750	33250	33550	33700	33800	33850
LOWER DECILE	26150	26950	27450	27800	28000	28100	28200	28200	28200
MEAN	33200	35200	36700	37800	38550	39000	39300	39500	39550
TOTAL NUMBER	440	223	157	162	136	165	278	198	183
OVER $51000	0	1	5	13	14	9	35	23	15
UNDER $14000	0	0	0	0	0	0	0	1	0

PETROLEUM MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27100	29050	31050	33050	35100	37100	39050	40950
UPPER QUARTILE	0	25150	26650	28150	29750	31350	32950	34600	36200
MEDIAN	0	23450	24650	25900	27200	28500	29850	31250	32600
LOWER QUARTILE	0	22200	23200	24250	25300	26350	27450	28500	29600
LOWER DECILE	0	21100	21950	22850	23750	24650	25500	26400	27250
MEAN	0	24100	25350	26650	27950	29300	30650	32000	33350
TOTAL NUMBER	0	48	77	106	87	112	85	93	88
OVER $51000	0	0	0	0	1	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44400	48450	51000	52200	52400	52050	51450	50700	49900
UPPER QUARTILE	39450	43850	47550	50150	51700	52300	52200	51450	50000
MEDIAN	35350	39200	42600	45300	47050	47950	48150	47650	46100
LOWER QUARTILE	31700	34700	37200	39150	40400	40950	41000	40400	38850
LOWER DECILE	28950	31250	33150	34500	35250	35450	35200	34350	32550
MEAN	35950	39550	42500	44650	45900	46400	46300	45600	44200
TOTAL NUMBER	268	189	182	129	92	80	107	105	92
OVER $51000	10	15	28	34	31	36	40	43	37
UNDER $14000	0	0	0	0	0	0	0	0	0

PETROLEUM MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	36200	42400	46650	49100
UPPER QUARTILE	0	0	0	0	0	35100	37800	40300	42500
MEDIAN	0	0	0	0	0	34100	35450	36800	38100
LOWER QUARTILE	0	0	0	0	0	30950	32100	33250	34400
LOWER DECILE	0	0	0	0	0	28450	29450	30450	31400
MEAN	0	0	0	0	0	34400	35850	37250	38600
TOTAL NUMBER	0	0	0	0	1	8	9	11	12
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	50950	51200	51100	51050	51000	51000	51000	51000	51000
UPPER QUARTILE	46000	49200	50600	51100	51200	51150	51100	51050	51050
MEDIAN	40700	44200	47100	49300	50700	51450	51700	51400	50500
LOWER QUARTILE	36650	39850	42650	44850	46300	46950	46900	46000	43350
LOWER DECILE	33200	35550	37450	38750	39550	39900	39950	39600	38850
MEAN	41050	44200	46550	48050	48850	49150	49100	48800	48350
TOTAL NUMBER	75	81	72	67	36	38	47	61	43
OVER $51000	10	15	23	32	26	31	23	38	25
UNDER $14000	0	0	0	0	0	0	0	0	0

PETROLEUM MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27800	29250	30650	32100	33600	35050	36500	37950
UPPER QUARTILE	0	25650	26850	28050	29300	30550	31800	33100	34400
MEDIAN	0	23600	24700	25850	27000	28150	29300	30500	31700
LOWER QUARTILE	0	22400	23300	24250	25200	26150	27150	28100	29050
LOWER DECILE	0	21250	22050	22900	23700	24500	25300	26050	26800
MEAN	0	24350	25400	26500	27650	28750	29900	31000	32100
TOTAL NUMBER	0	48	77	106	86	104	75	82	75
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40750	44500	47550	49700	51050	51650	51700	51250	50300
UPPER QUARTILE	36900	40450	43550	46050	47800	48850	49250	49150	48200
MEDIAN	34000	37250	40050	42150	43500	44150	44100	43450	41700
LOWER QUARTILE	30850	33350	35350	36800	37600	37800	37500	36550	34550
LOWER DECILE	28250	30050	31400	32200	32500	32300	31800	30750	28850
MEAN	34250	37150	39550	41350	42400	42900	42900	42400	41150
TOTAL NUMBER	193	108	109	61	55	42	60	44	48
OVER $51000	0	0	4	1	4	4	16	4	11
UNDER $14000	0	0	0	0	0	0	0	0	0

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                                   PETROLEUM   PHD ALL

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0       0   31700       0   36650   39000   41200   43200
  UPPER QUARTILE       0       0       0   30550       0   33500   35000   36450   37950
          MEDIAN       0       0       0   27850       0   30100   31300   32450   33650
  LOWER QUARTILE       0       0       0   26650       0   28300   29200   30100   31000
    LOWER DECILE       0       0       0   24500       0   26200   27100   27950   28850

            MEAN       0       0       0   28900       0   31250   32450   33650   34850

    TOTAL NUMBER       0       0       1       7       4      15      21      21      13
    OVER  $51000       0       0       0       0       0       0       0       0       1
    UNDER $14000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-34     35+

    UPPER DECILE   46500   49700   51150   51550   51450   51150   50850   50600   50450
  UPPER QUARTILE   40750   44550   47650   49900   51250   51850   51900   51500   50500
          MEDIAN   36100   39650   43050   46000   48350   50000   50950   51100   49600
  LOWER QUARTILE   32900   35750   38650   41400   43900   45900   47250   47900   45550
    LOWER DECILE   30650   33250   35650   37700   39350   40450   41050   41000   39500

            MEAN   37200   40500   43400   45750   47450   48550   49150   49250   48700

    TOTAL NUMBER      92      89      88      59      33      13      15      21      19
    OVER  $51000       6       3      19       9       9       5      11      18       7
    UNDER $14000       0       0       0       0       0       0       0       0       0
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                                   PETROLEUM   PHD SUP

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0       0       0       0       0       0       0       0
  UPPER QUARTILE       0       0       0       0       0       0       0       0       0
          MEDIAN       0       0       0       0       0       0       0       0       0
  LOWER QUARTILE       0       0       0       0       0       0       0       0       0
    LOWER DECILE       0       0       0       0       0       0       0       0       0

            MEAN       0       0       0       0       0       0       0       0       0

    TOTAL NUMBER       0       0       0       0       2       4       1       3       2
    OVER  $51000       0       0       0       0       0       0       0       0       1
    UNDER $14000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-34     35+

    UPPER DECILE   51050   51050   51050   51050   51050       0   51050   51050       0
  UPPER QUARTILE   50400   50750   50950   51050   51100       0   51050   51050       0
          MEDIAN   46200   49000   50600   51250   51350       0   50850   50550       0
  LOWER QUARTILE   42350   45000   47350   49250   50550       0   51050   49700       0
    LOWER DECILE   40500   41900   43200   44300   45150       0   46200   46250       0

            MEAN   46350   48000   49400   50550   51350       0   51850   51300       0

    TOTAL NUMBER      26      18      26      16       8       4       9      11       4
    OVER  $51000       5       3      17       8       6       2       8      11       1
    UNDER $14000       0       0       0       0       0       0       0       0       0
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                                   PETROLEUM   PHD NONSUP

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0       0   31050       0   33500   34700   35950   37200
  UPPER QUARTILE       0       0       0   29150       0   31400   32550   33700   34900
          MEDIAN       0       0       0   27750       0   29550   30500   31450   32400
  LOWER QUARTILE       0       0       0   26300       0   27950   28800   29700   30550
    LOWER DECILE       0       0       0   24300       0   26000   26850   27700   28550

            MEAN       0       0       0   28100       0   29950   30900   31850   32800

    TOTAL NUMBER       0       0       1       7       2      11      20      18      10
    OVER  $51000       0       0       0       0       0       0       0       0       0
    UNDER $14000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-34     35+

    UPPER DECILE   39700   43350   46600   49300   51300   52500   52950   52500   50350
  UPPER QUARTILE   37300   40900   44300   47350   49750   51450   52400   52450   50400
          MEDIAN   34400   37500   40650   43700   46500   48850   50550   51600   49650
  LOWER QUARTILE   32300   34900   37350   39500   41300   42600   43350   43550   42050
    LOWER DECILE   30250   32700   34900   36800   38200   39200   39700   39750   38750

            MEAN   34800   37800   40750   43450   45800   47600   48750   49200   47150

    TOTAL NUMBER      66      71      62      42      24       8       5       9      14
    OVER  $51000       1       0       1       1       2       3       2       6       5
    UNDER $14000       0       0       0       0       0       0       0       0       0
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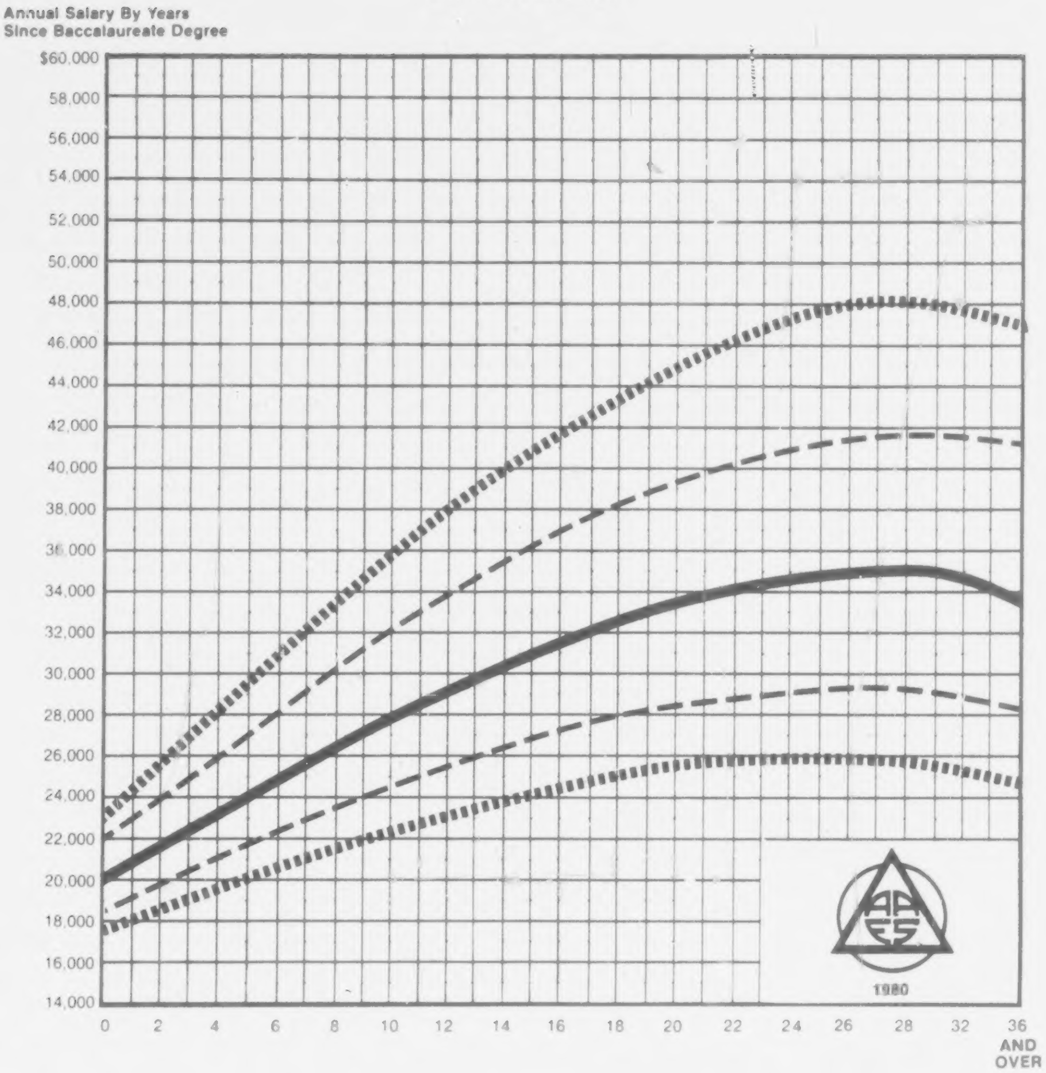
OTHER MANUFACTURING
ALL ENGINEERS



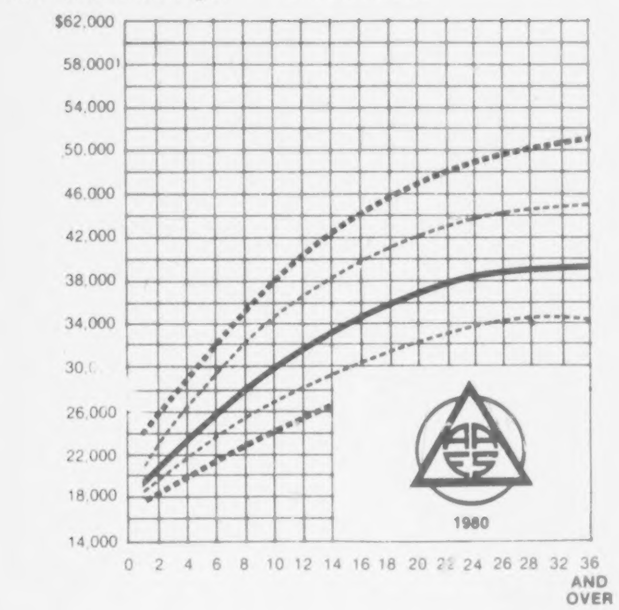
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23600	24700	25800	26950	28100	29250	30450	31700	32900
UPPER QUARTILE	22000	22950	23900	24850	25800	26800	27800	28800	29800
MEDIAN	20000	20750	21550	22300	23100	23900	24650	25450	26250
LOWER QUARTILE	18550	19200	19850	20500	21150	21800	22450	23050	23650
LOWER DECILE	17550	18050	18600	19100	19600	20100	20600	21100	21550
MEAN	20350	21150	21950	22800	23600	24450	25250	26100	26900
TOTAL NUMBER	450	464	395	262	287	339	362	332	262
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35300	38800	41900	44450	46350	47500	48050	47950	46850
UPPER QUARTILE	31750	34550	37000	39000	40500	41400	41900	41900	41150
MEDIAN	27750	29850	31700	33150	34200	34800	35000	34800	33850
LOWER QUARTILE	24800	26300	27450	28350	28850	29050	29050	28750	28000
LOWER DECILE	22400	23550	24450	25100	25450	25600	25500	25200	24450
MEAN	28500	30650	32550	34000	35000	35550	35800	35650	34850
TOTAL NUMBER	724	725	669	644	554	403	647	567	564
OVER $51000	0	5	5	10	4	12	46	49	31
UNDER $14000	0	0	0	0	0	0	0	0	0

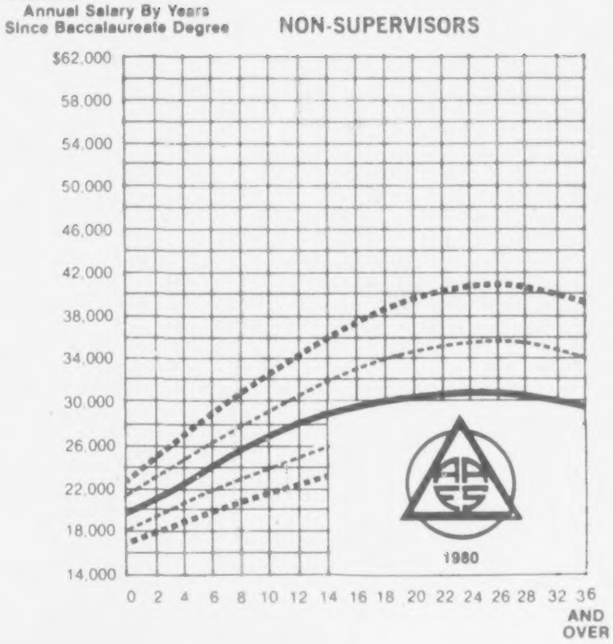
LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	━━━━━━
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮

OTHER MANUFACTURING


Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS


Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	23450	25150	26900	28650	30400	32100	33750	35350
UPPER QUARTILE	0	21600	23250	24900	26500	28100	29650	31150	32550
MEDIAN	0	19700	21050	22450	23750	25100	26400	27600	28800
LOWER QUARTILE	0	19050	19950	20900	21800	22750	23650	24550	25450
LOWER DECILE	0	18050	18800	19600	20350	21150	21900	22650	23400
MEAN	0	20400	21750	23100	24400	25700	26950	28150	29300
TOTAL NUMBER	0	18	29	21	41	42	58	58	51
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38300	42050	45000	47100	48600	49600	50200	50600	50800
UPPER QUARTILE	35200	38450	40900	42650	43800	44550	45000	45300	45400
MEDIAN	30950	33650	35700	37200	38200	38850	39250	39500	39650
LOWER QUARTILE	27150	29450	31300	32650	33550	34050	34250	34250	34000
LOWER DECILE	24800	26650	28100	29100	29700	29950	29900	29600	28950
MEAN	31400	34100	36150	37600	38650	39300	39700	39950	40050
TOTAL NUMBER	249	294	309	353	252	198	315	272	272
OVER $51000	0	5	5	9	4	12	46	39	31
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23850	24750	25700	26600	27550	28500	29450	30400	31350
UPPER QUARTILE	22350	23100	23850	24650	25400	26150	26900	27650	28400
MEDIAN	20150	20850	21550	22250	22950	23600	24250	24900	25500
LOWER QUARTILE	18600	19250	19850	20450	21050	21600	22150	22700	23150
LOWER DECILE	17550	18050	18550	19050	19550	20000	20450	20850	21250
MEAN	20500	21250	21950	22650	23350	24000	24700	25350	25950
TOTAL NUMBER	450	445	365	240	245	296	304	274	211
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33150	35650	37750	39300	40350	40850	40850	40350	38900
UPPER QUARTILE	29800	31750	33350	34600	35450	35850	35950	35700	34750
MEDIAN	26650	28100	29250	30000	30400	30500	30400	30050	29400
LOWER QUARTILE	24050	25150	25900	26350	26600	26600	26500	26250	25900
LOWER DECILE	22000	22900	23550	23900	24100	24050	23950	23650	23100
MEAN	27150	28700	29900	30750	31250	31450	31450	31250	30650
TOTAL NUMBER	474	430	360	291	302	204	331	295	291
OVER $51000	0	0	0	1	0	0	0	9	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━
Lower Quartile	- - - -
Lower Decile	•••••••

OTHER MFG BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23650	24650	25650	26700	27800	28850	30000	31100	32250
UPPER QUARTILE	21850	22700	23600	24450	25350	26250	27200	28100	29000
MEDIAN	19950	20650	21350	22100	22800	23500	24250	24950	25650
LOWER QUARTILE	18550	19150	19800	20400	21000	21550	22150	22700	23250
LOWER DECILE	17550	18000	18500	19000	19450	19900	20350	20800	21200
MEAN	20350	21050	21800	22550	23300	24050	24800	25550	26300
TOTAL NUMBER	450	443	339	221	227	258	300	258	210
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34550	37900	41050	43700	45750	47100	47700	47550	45800
UPPER QUARTILE	30850	33450	35850	37850	39450	40500	41150	41350	40750
MEDIAN	27050	29000	30750	32150	33200	33900	34300	34350	33800
LOWER QUARTILE	24300	25600	26700	27500	28000	28250	28350	28200	27850
LOWER DECILE	22000	23050	23900	24500	24850	25050	25000	24800	24200
MEAN	27800	29850	31650	33100	34200	34900	35200	35200	34550
TOTAL NUMBER	532	485	474	420	435	303	543	477	478
OVER $51000	0	2	5	4	1	11	34	28	23
UNDER $14000	0	0	0	0	0	0	0	0	0

OTHER MFG BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	22350	24050	25800	27550	29300	31050	32750	34400
UPPER QUARTILE	0	21700	23000	24300	25650	27050	28400	29750	31050
MEDIAN	0	19700	20900	22100	23300	24450	25600	26750	27800
LOWER QUARTILE	0	19050	19850	20700	21500	22350	23150	23950	24800
LOWER DECILE	0	18050	18700	19350	20000	20700	21350	22000	22600
MEAN	0	20250	21350	22500	23650	24750	25900	27000	28100
TOTAL NUMBER	0	15	27	15	36	27	48	50	33
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37500	41500	44650	47000	48650	49700	50350	50750	50900
UPPER QUARTILE	33650	37050	39850	41950	43350	44250	44700	45000	45100
MEDIAN	29800	32400	34450	36000	37150	37950	38450	38800	39000
LOWER QUARTILE	26350	28450	30200	31600	32600	33250	33600	33750	33600
LOWER DECILE	23850	25500	26950	28000	28750	29150	29300	29150	28600
MEAN	30200	33000	35250	36950	38050	38750	39150	39350	39400
TOTAL NUMBER	159	193	222	219	184	141	268	227	235
OVER $51000	0	2	5	4	1	11	34	20	23
UNDER $14000	0	0	0	0	0	0	0	0	0

OTHER MFG BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23850	24700	25650	26550	27450	28400	29300	30200	31100
UPPER QUARTILE	22250	23000	23750	24450	25200	25950	26650	27400	28100
MEDIAN	20000	20700	21400	22100	22750	23400	24000	24550	25100
LOWER QUARTILE	18600	19200	19750	20300	20850	21400	21900	22350	22800
LOWER DECILE	17550	18000	18500	18950	19350	19800	20200	20600	20950
MEAN	20450	21150	21800	22500	23150	23800	24400	25050	25600
TOTAL NUMBER	450	427	311	206	190	230	252	208	177
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32800	35150	37100	38650	39650	40250	40450	40250	39400
UPPER QUARTILE	29400	31200	32750	33900	34750	35250	35450	35400	34900
MEDIAN	26100	27350	28250	28850	29250	29450	29550	29550	29500
LOWER QUARTILE	23600	24600	25300	25750	26000	26050	26050	25900	25700
LOWER DECILE	21650	22500	23150	23550	23750	23750	23650	23350	22800
MEAN	26700	28150	29250	30100	30600	30850	30950	30850	30550
TOTAL NUMBER	372	292	252	200	250	162	274	249	243
OVER $51000	0	0	0	0	0	0	0	7	0
UNDER $14000	0	0	0	0	0	0	0	0	0

OTHER MFG MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26800	27800	28850	29900	30950	32050	33100	34200
UPPER QUARTILE	0	23600	24650	25750	26900	28050	29200	30300	31450
MEDIAN	0	22450	23200	23950	24700	25500	26250	27050	27800
LOWER QUARTILE	0	20700	21250	21850	22450	23100	23700	24300	24900
LOWER DECILE	0	19100	19650	20200	20750	21350	21900	22450	22950
MEAN	0	22450	23300	24150	24950	25800	26650	27500	28350
TOTAL NUMBER	0	20	55	39	57	78	59	67	47
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36350	39500	42450	45000	47100	48650	49650	50250	50000
UPPER QUARTILE	33650	36750	39300	41250	42550	43150	43250	42850	41700
MEDIAN	29350	31550	33500	35150	36350	37000	37150	36600	34350
LOWER QUARTILE	26150	27900	29450	30750	31700	32150	32150	31400	28350
LOWER DECILE	24000	25450	26650	27500	28050	28250	28050	27400	25500
MEAN	30050	32350	34400	36000	37100	37700	37850	37400	35850
TOTAL NUMBER	168	189	155	176	94	88	85	78	75
OVER $51000	0	2	0	5	3	0	8	14	7
UNDER $14000	0	0	0	0	0	0	0	0	0

OTHER MFG MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26000	26800	27650	28500	29350	30250	31100	32000
UPPER QUARTILE	0	24000	24750	25500	26250	27000	27750	28450	29200
MEDIAN	0	22650	23250	23800	24350	24900	25500	26050	26550
LOWER QUARTILE	0	20950	21400	21850	22300	22800	23250	23700	24150
LOWER DECILE	0	19500	19900	20350	20750	21150	21600	22000	22350
MEAN	0	22850	23400	23950	24500	25100	25650	26200	26800
TOTAL NUMBER	0	17	53	33	53	63	50	60	30
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33700	36200	38500	40350	41650	42350	42350	41450	37900
UPPER QUARTILE	30550	32500	34100	35300	36100	36450	36400	35800	33950
MEDIAN	27600	29050	30250	31200	31900	32200	32250	31900	30450
LOWER QUARTILE	25000	26200	27250	28100	28650	28950	28900	28350	26300
LOWER DECILE	23150	24150	25000	25650	26050	26200	26100	25650	24100
MEAN	27900	29450	30850	32000	32850	33250	33450	32900	30500
TOTAL NUMBER	87	110	82	72	32	34	47	43	43
OVER $51000	0	0	0	1	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

OTHER MFG MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	30800	0	34300	35900	37400	38800
UPPER QUARTILE	0	0	0	28850	0	31200	32350	33450	34500
MEDIAN	0	0	0	26100	0	28500	29650	30750	31800
LOWER QUARTILE	0	0	0	23150	0	25200	26200	27150	28050
LOWER DECILE	0	0	0	19850	0	21650	22600	23550	24450
MEAN	0	0	0	25900	0	28300	29500	30600	31650
TOTAL NUMBER	0	3	1	5	4	15	8	6	17
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41200	43900	45750	46900	47650	48100	48350	48500	48550
UPPER QUARTILE	36550	39250	41450	43250	44600	45600	46300	46850	47250
MEDIAN	33750	36200	38100	39500	40500	41150	41600	41950	42100
LOWER QUARTILE	29750	31900	33600	34900	35850	36550	36950	37300	37500
LOWER DECILE	26250	28750	30750	32200	33000	33250	33100	32500	31200
MEAN	33600	36050	37950	39350	40350	41050	41500	41800	41950
TOTAL NUMBER	81	79	73	104	61	54	37	35	32
OVER $51000	0	2	0	4	3	0	8	12	7
UNDER $14000	0	0	0	0	0	0	0	0	0

OTHER MFG PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	35000	0
UPPER QUARTILE	0	0	0	0	0	0	0	32050	0
MEDIAN	0	0	0	0	0	0	0	28700	0
LOWER QUARTILE	0	0	0	0	0	0	0	25500	0
LOWER DECILE	0	0	0	0	0	0	0	19850	0
MEAN	0	0	0	0	0	0	0	28550	0
TOTAL NUMBER	0	0	0	2	3	2	2	6	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37850	40500	42850	44850	46500	47800	48850	49800	50600
UPPER QUARTILE	34300	36450	38450	40250	41850	43250	44450	45650	46900
MEDIAN	30900	32900	34650	36200	37500	38550	39400	40200	40900
LOWER QUARTILE	28250	30500	32050	33100	33700	34000	34100	34100	34050
LOWER DECILE	25700	29100	30750	31450	31800	31900	31950	31950	31950
MEAN	31150	33450	35500	37100	38450	39450	40150	40800	41300
TOTAL NUMBER	23	50	39	47	24	11	18	11	10
OVER $51000	0	0	0	0	0	1	3	5	1
UNDER $14000	0	0	0	0	0	0	0	0	0

OTHER MFG PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	1	0	1	1	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

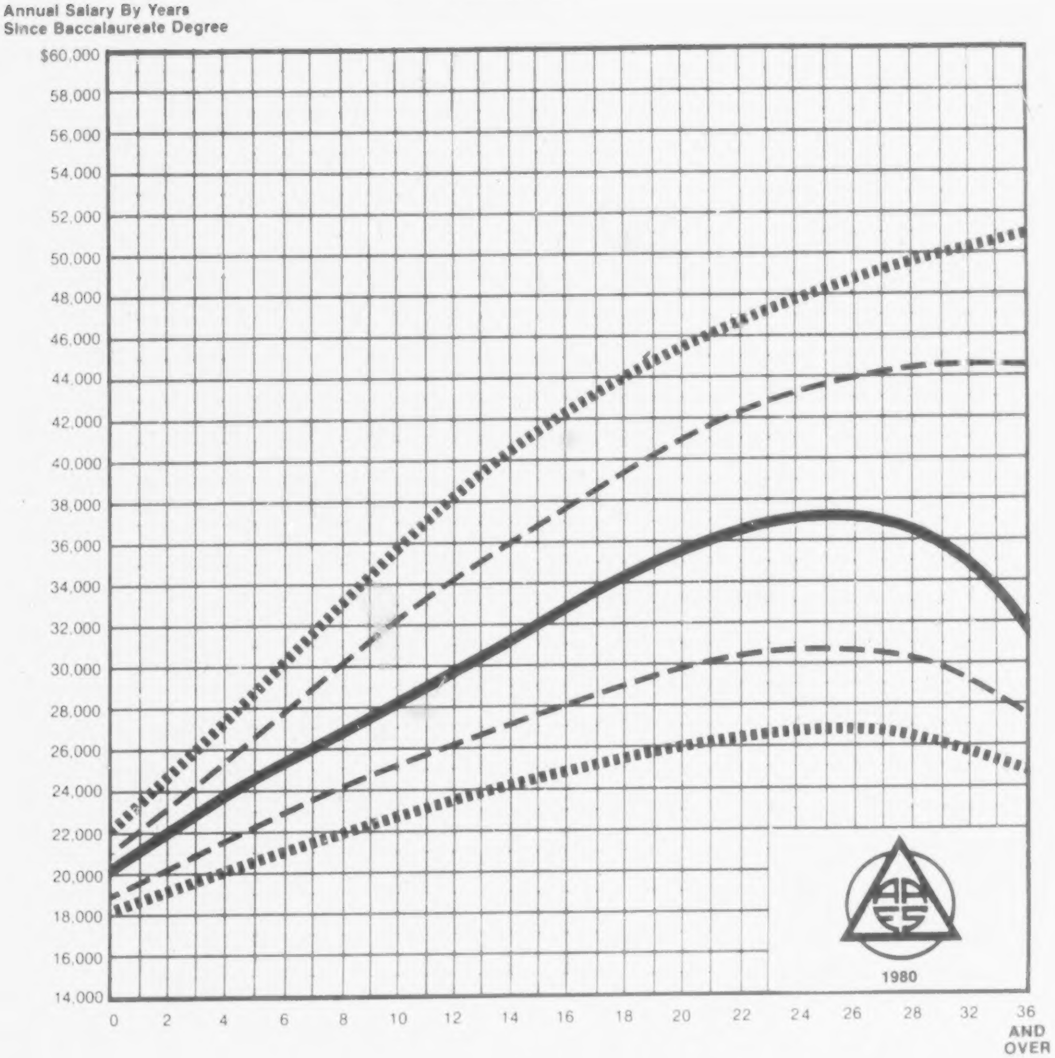
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39300	41800	44250	46500	48500	0	51200	51850	50550
UPPER QUARTILE	41450	38850	39900	42350	45100	0	49450	50850	51450
MEDIAN	34450	36100	37800	39500	41100	0	44150	45850	47950
LOWER QUARTILE	31450	33500	35450	37250	38750	0	40500	40600	38650
LOWER DECILE	30800	32450	33850	34800	35400	0	35300	34500	32200
MEAN	34500	36500	38400	40200	41850	0	44350	45300	45300
TOTAL NUMBER	8	22	13	29	6	3	8	9	5
OVER $51000	0	0	0	0	0	1	3	5	1
UNDER $14000	0	0	0	0	0	0	0	0	0

OTHER MFG PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	31600	0
UPPER QUARTILE	0	0	0	0	0	0	0	29450	0
MEDIAN	0	0	0	0	0	0	0	28200	0
LOWER QUARTILE	0	0	0	0	0	0	0	25450	0
LOWER DECILE	0	0	0	0	0	0	0	20200	0
MEAN	0	0	0	0	0	0	0	27150	0
TOTAL NUMBER	0	0	0	1	2	2	1	5	3
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35000	37750	39800	41150	42050	42600	42900	0	43250
UPPER QUARTILE	31600	33500	35100	36400	37400	38150	38650	0	39450
MEDIAN	29700	31150	32400	33500	34450	35200	35850	0	37050
LOWER QUARTILE	27650	29500	30900	31900	32500	32850	33000	0	32900
LOWER DECILE	24500	27300	28900	29700	30150	30350	30400	0	30450
MEAN	29600	31700	33300	34450	35250	35800	36100	0	36400
TOTAL NUMBER	15	28	25	18	18	8	9	2	5
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

FOOD
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22050	23300	24650	26000	27400	28800	30200	31600	32950
UPPER QUARTILE	21300	22200	23200	24200	25200	26250	27300	28400	29450
MEDIAN	20500	21250	21950	22700	23500	24250	25050	25900	26700
LOWER QUARTILE	19300	19850	20400	21000	21550	22150	22700	23300	23900
LOWER DECILE	18250	18700	19150	19550	20000	20450	20900	21350	21800
MEAN	20500	21250	22000	22800	23600	24400	25250	26100	26950
TOTAL NUMBER	18	45	31	16	37	45	38	37	39
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35650	39400	42600	45150	47050	48400	49300	50000	50450
UPPER QUARTILE	31600	34750	37700	40200	42200	43600	44400	44800	44400
MEDIAN	28350	30800	33100	35000	36400	37150	37050	35850	31250
LOWER QUARTILE	25050	26700	28200	29400	30300	30700	30700	29950	27100
LOWER DECILE	22650	23850	24900	25750	26350	26650	26650	26200	24250
MEAN	28650	31100	33400	35300	36750	37550	37800	37200	34600
TOTAL NUMBER	85	75	72	69	67	42	65	86	55
OVER $51000	0	0	0	3	2	2	9	5	2
UNDER $14000	0	0	0	0	0	0	0	0	0

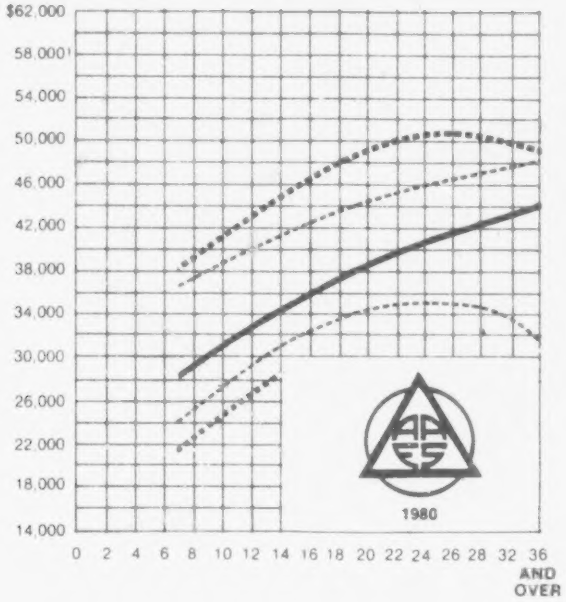
LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	▬▬▬
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮

FOOD

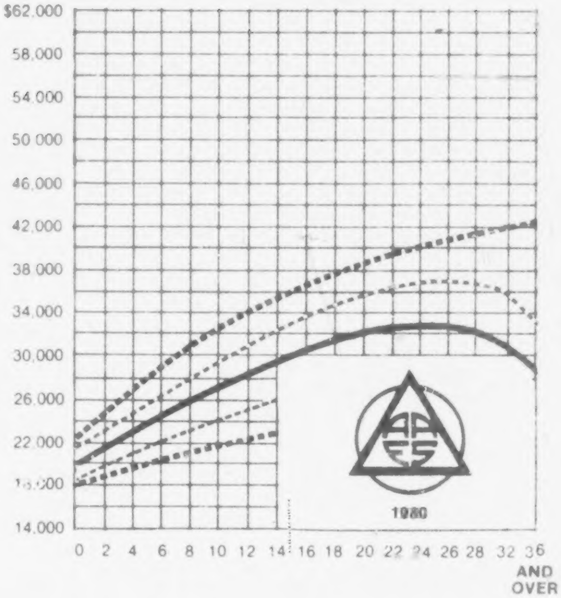
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	38250	39250
UPPER QUARTILE	0	0	0	0	0	0	0	37700	38300
MEDIAN	0	0	0	0	0	0	0	28600	29550
LOWER QUARTILE	0	0	0	0	0	0	0	24100	25150
LOWER DECILE	0	0	0	0	0	0	0	21950	22650
MEAN	0	0	0	0	0	0	0	30000	30850
TOTAL NUMBER	0	0	1	0	0	3	3	6	7
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41250	44000	46450	48550	50050	51050	51500	51350	49700
UPPER QUARTILE	39400	41050	42600	44050	45350	46450	47350	48200	48450
MEDIAN	31350	34000	36450	38650	40450	41900	42950	43850	44450
LOWER QUARTILE	27300	30350	32900	34800	35800	35950	35450	34050	31300
LOWER DECILE	24100	26150	28000	29550	30550	31050	30900	29850	26550
MEAN	32600	35050	37200	39000	40350	41300	41800	41950	41350
TOTAL NUMBER	18	25	32	38	22	24	32	40	22
OVER $51000	0	0	0	3	2	2	9	2	2
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

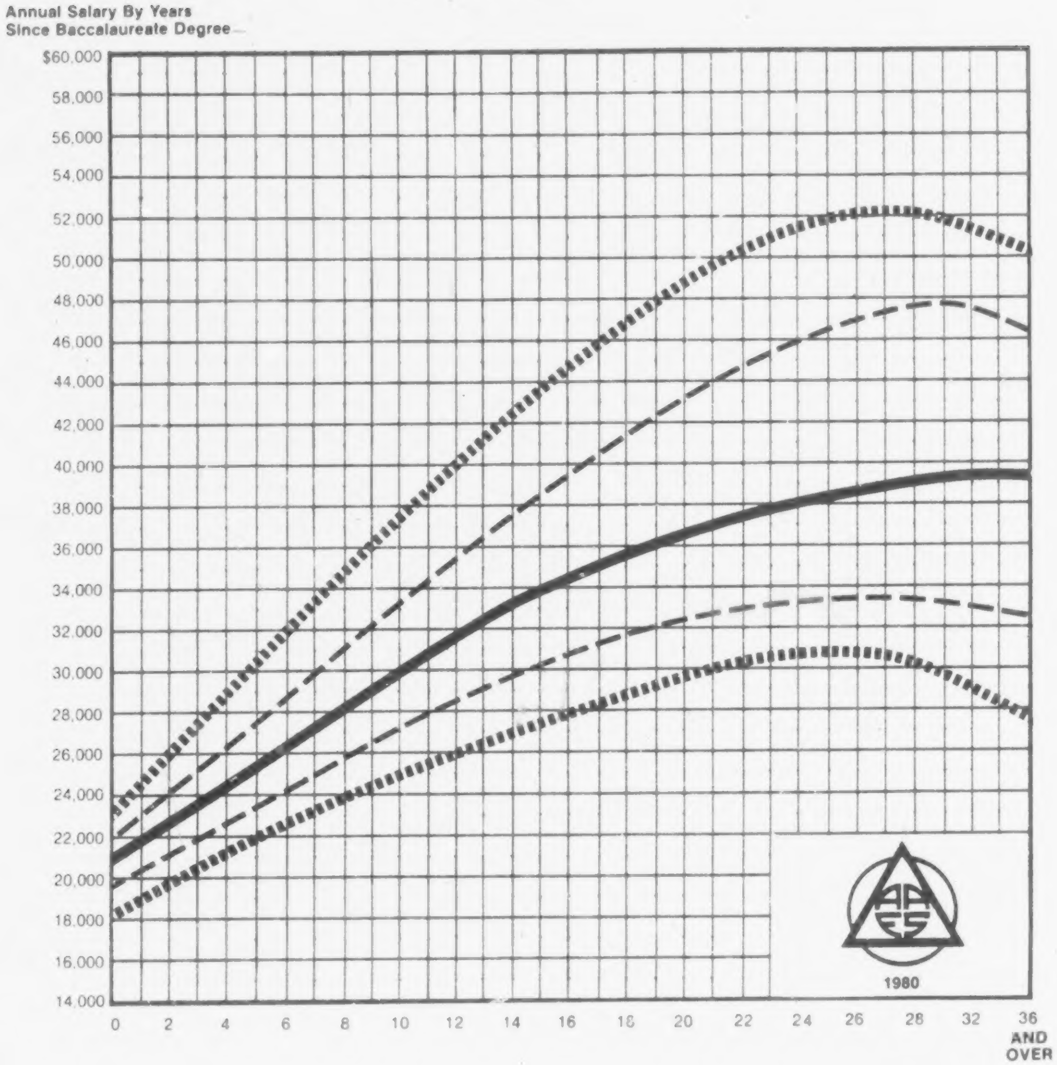
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21850	23150	24400	25650	26900	28100	29250	30400	31450
UPPER QUARTILE	21650	22400	23200	24000	24850	25650	26500	27350	28150
MEDIAN	20750	21400	22050	22750	23400	24100	24750	25450	26100
LOWER QUARTILE	19500	20000	20500	21000	21500	22000	22550	23050	23550
LOWER DECILE	18300	18750	19150	19550	20000	20400	20800	21200	21550
MEAN	20650	21300	21950	22600	23250	23950	24600	25300	25950
TOTAL NUMBER	18	45	29	16	37	41	34	30	31
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33450	35950	37950	39450	40500	41250	41750	42100	42250
UPPER QUARTILE	29800	32150	34250	35850	36950	37400	37300	36300	33300
MEDIAN	27450	29250	30850	32050	32850	33100	32800	31750	28700
LOWER QUARTILE	24500	25900	27150	28100	28800	29150	29100	28450	26050
LOWER DECILE	22300	23250	24000	24500	24750	24750	24450	23750	21950
MEAN	27300	29200	30850	32200	33150	33600	33500	32700	29950
TOTAL NUMBER	66	50	39	31	45	17	32	46	32
OVER $51000	0	0	0	0	0	0	0	3	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	▬
Lower Quartile	- - - - -
Lower Decile	•••••••

ALL ENGINEERS

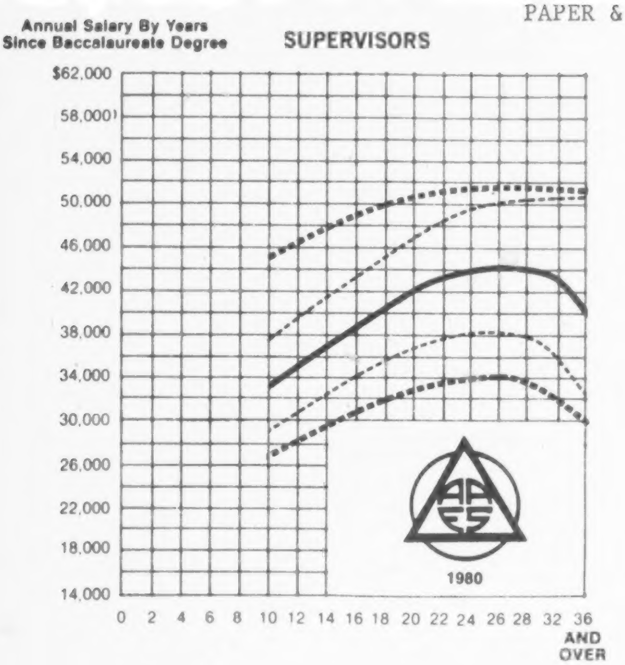


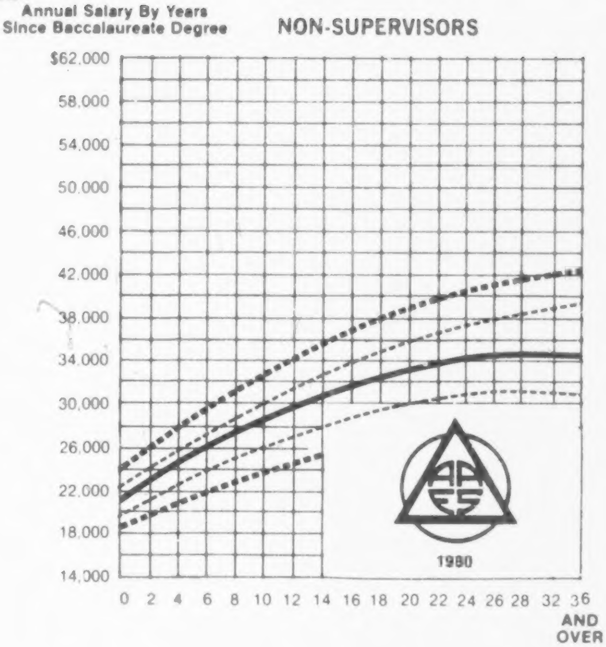
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23850	25000	26200	27450	28700	30000	31350	32700	34050
UPPER QUARTILE	22250	23150	24100	25100	26100	27150	28250	29350	30450
MEDIAN	21000	21800	22650	23550	24400	25300	26150	27050	27950
LOWER QUARTILE	19950	20700	21400	22150	22850	23600	24350	25050	25750
LOWER DECILE	18950	19500	20050	20600	21150	21750	22300	22900	23500
MEAN	21300	22150	23000	23900	24800	25700	26600	27550	28500
TOTAL NUMBER	90	73	55	42	37	47	39	43	40
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36850	40950	44750	47950	50350	51800	52350	51950	49900
UPPER QUARTILE	32750	36250	39600	42650	45150	46950	47900	48050	46050
MEDIAN	29650	32150	34350	36200	37600	38550	39150	39400	39050
LOWER QUARTILE	27150	29100	30750	32050	33000	33550	33700	33550	32750
LOWER DECILE	24650	26300	27800	29050	30000	30500	30600	29950	27250
MEAN	30350	33050	35500	37550	39100	40050	40500	40300	38850
TOTAL NUMBER	114	124	111	103	111	68	134	124	115
OVER $51000	1	6	7	5	7	11	21	32	19
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	34800	37500	0
UPPER QUARTILE	0	0	0	0	0	0	32200	33400	0
MEDIAN	0	0	0	0	0	0	28750	29750	0
LOWER QUARTILE	0	0	0	0	0	0	25850	26700	0
LOWER DECILE	0	0	0	0	0	0	24900	25600	0
MEAN	0	0	0	0	0	0	29800	30750	0
TOTAL NUMBER	2	0	3	3	3	3	7	7	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44300	48650	50800	51500	51550	51300	51100	50900	50800
UPPER QUARTILE	36950	40400	43650	46400	48650	50200	51150	51500	50800
MEDIAN	32850	35950	38900	41550	43650	44950	45450	44800	40850
LOWER QUARTILE	29300	31900	34400	36500	38100	39000	39100	37950	33350
LOWER DECILE	27700	29700	31500	33000	34000	34400	34250	33100	29250
MEAN	33700	36600	39250	41550	43300	44350	44700	44150	41300
TOTAL NUMBER	39	62	61	58	57	37	78	78	63
OVER $51000	1	5	7	5	7	11	21	31	19
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24100	25000	25950	26850	27800	28700	29600	30500	31400
UPPER QUARTILE	22300	23150	24000	24800	25650	26500	27300	28100	28850
MEDIAN	21050	21900	22700	23450	24250	25000	25750	26450	27100
LOWER QUARTILE	19950	20650	21350	22000	22700	23350	24000	24650	25250
LOWER DECILE	18900	19450	20000	20500	21050	21550	22050	22600	23100
MEAN	21350	22100	22900	23650	24450	25200	25900	26600	27300
TOTAL NUMBER	88	73	51	38	33	43	31	35	39
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33100	35450	37500	39150	40500	41550	42300	42950	43450
UPPER QUARTILE	30350	32400	34200	35650	36850	37800	38450	39100	39600
MEDIAN	28350	30000	31350	32450	33250	33850	34250	34650	34900
LOWER QUARTILE	26350	27850	29050	29900	30500	30800	31000	31000	30850
LOWER DECILE	24050	25300	26350	27100	27550	27650	27450	26750	24950
MEAN	28600	30300	31700	32800	33600	34200	34600	34950	35150
TOTAL NUMBER	74	62	50	45	54	30	56	45	52
OVER $51000	0	1	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

PAPER + WOOD BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23600	24700	25800	26950	28100	29350	30600	31850	33150
UPPER QUARTILE	21800	22700	23650	24650	25650	26700	27750	28850	30000
MEDIAN	21000	21800	22650	23500	24350	25200	26050	26900	27800
LOWER QUARTILE	19950	20650	21350	22050	22750	23450	24150	24850	25550
LOWER DECILE	18850	19400	19950	20500	21050	21600	22200	22750	23300
MEAN	21000	21800	22650	23550	24400	25300	26200	27150	28050
TOTAL NUMBER	90	65	38	33	23	36	30	33	31
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	0	1	0	0	0	0	0

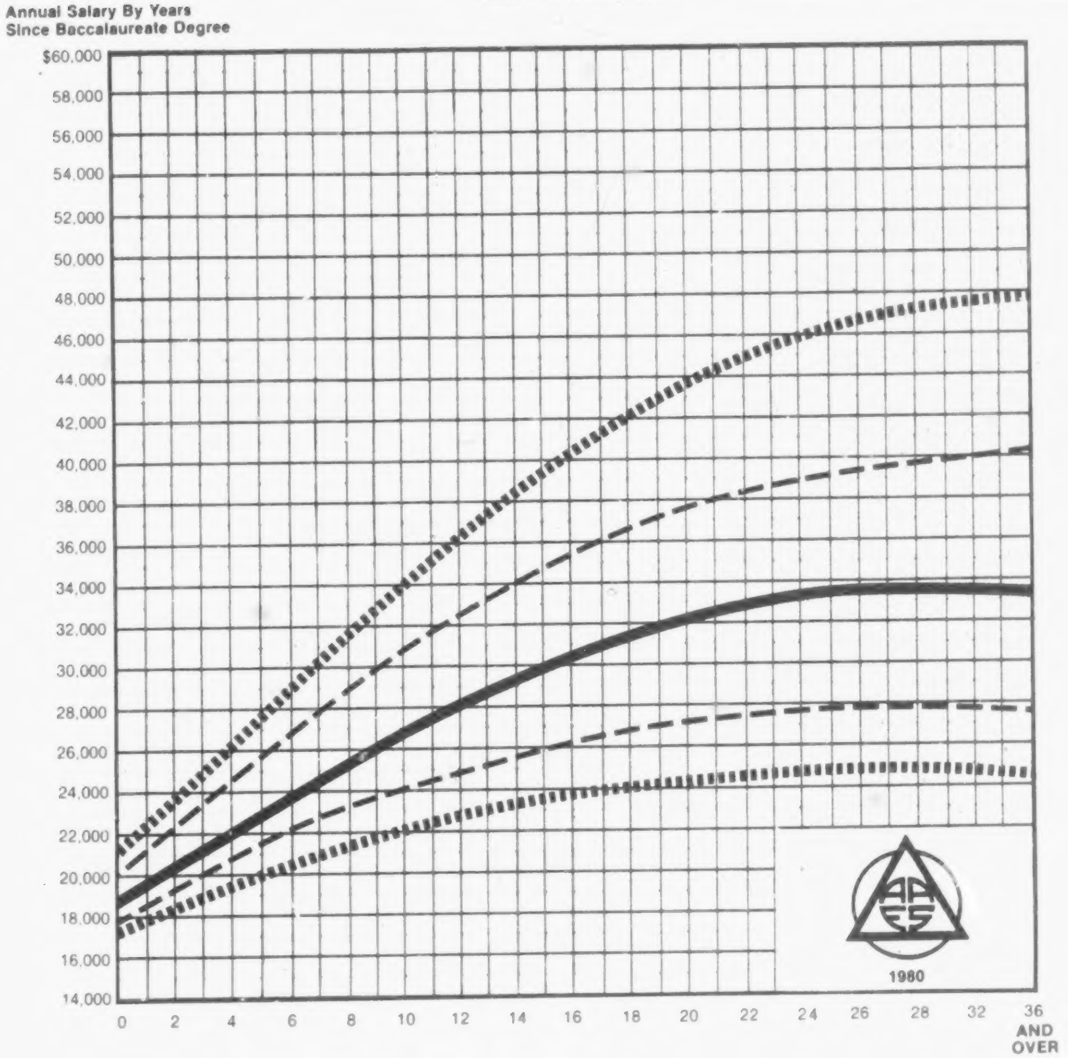
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35800	39800	43550	46900	49550	51350	52200	52150	50050
UPPER QUARTILE	32250	35700	38950	41900	44250	45850	46650	46550	44200
MEDIAN	29450	31850	34000	35750	37100	38000	38500	38700	38350
LOWER QUARTILE	26900	28750	30400	31650	32600	33150	33350	33250	32550
LOWER DECILE	24400	26000	27400	28600	29500	30000	30150	29800	27950
MEAN	29900	32550	34950	36950	38500	39450	39850	39700	38350
TOTAL NUMBER	85	81	84	88	92	63	117	106	101
OVER $51000	1	3	7	4	3	11	18	18	14
UNDER $14000	0	0	0	0	0	0	0	0	0

PAPER + WOOD MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	30750	31650	32600	33550	34550	35550	36500	37550
UPPER QUARTILE	0	25450	26350	27250	28150	29150	30100	31100	32150
MEDIAN	0	23150	23850	24600	25350	26100	26900	27700	28550
LOWER QUARTILE	0	21150	21850	22500	23200	23950	24650	25400	26200
LOWER DECILE	0	19550	20250	20950	21650	22400	23150	23900	24700
MEAN	0	24100	24850	25600	26400	27200	28050	28900	29750
TOTAL NUMBER	0	8	16	8	13	10	8	9	8
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39550	42500	45350	47850	49950	51450	52300	52350	49900
UPPER QUARTILE	34250	37500	40800	43900	46650	48900	50500	51300	49500
MEDIAN	30250	32850	35500	38000	40300	42250	43600	44400	42750
LOWER QUARTILE	27750	30100	32500	34700	36650	38200	39150	39450	37200
LOWER DECILE	26200	28450	30400	31950	32900	33200	32700	31000	26250
MEAN	31500	34200	36850	39350	41600	43350	44450	44850	42450
TOTAL NUMBER	28	43	27	15	19	5	16	17	14
OVER $51000	0	2	0	1	4	0	2	13	4
UNDER $14000	0	0	0	0	0	0	0	0	0

MISCELLANEOUS MANUFACTURING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21350	22600	23800	25100	26350	27700	29000	30300	31650
UPPER QUARTILE	20050	21150	22250	23400	24500	25650	26750	27800	28850
MEDIAN	18850	19700	20550	21400	22250	23100	23950	24750	25550
LOWER QUARTILE	17950	18650	19350	20050	20700	21350	22000	22600	23150
LOWER DECILE	17300	17850	18400	18950	19500	20000	20450	20900	21350
MEAN	19100	20000	20900	21850	22750	23600	24500	25350	26150
TOTAL NUMBER	209	223	178	110	134	162	190	162	113
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

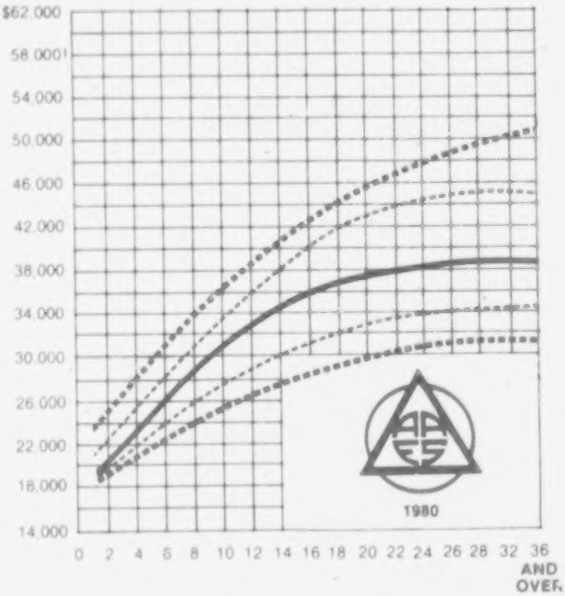
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34200	37750	40850	43300	45100	46350	47100	47650	47900
UPPER QUARTILE	30850	33450	35550	37100	38250	39000	39500	39850	40100
MEDIAN	27100	29100	30750	31950	32800	33350	33650	33800	33800
LOWER QUARTILE	24200	25550	26500	27150	27550	27750	27800	27800	27700
LOWER DECILE	22150	23100	23800	24300	24600	24750	24800	24750	24650
MEAN	27750	29800	31450	32700	33550	34150	34500	34750	34900
TOTAL NUMBER	365	289	268	263	232	158	299	161	225
OVER $51000	0	0	0	0	0	1	18	13	18
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	━━━━━
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮▮

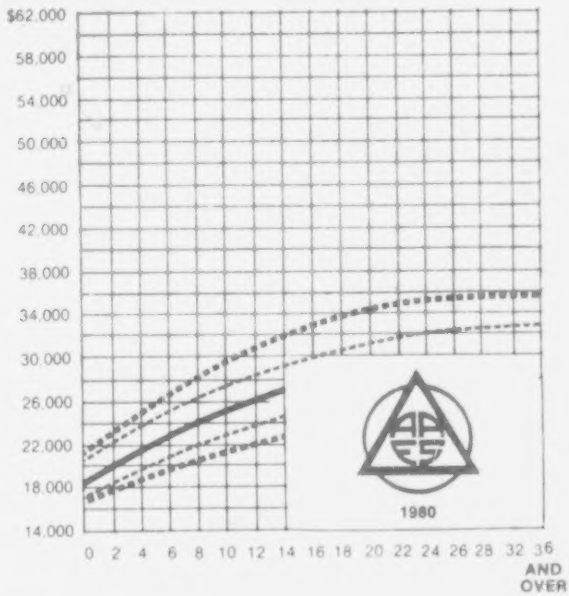
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	23900	25450	26950	28500	30050	31550	33050	34500
UPPER QUARTILE	0	20300	22150	23950	25800	27600	29350	31000	32600
MEDIAN	0	18900	20550	22250	23900	25450	27000	28400	29700
LOWER QUARTILE	0	18700	19900	21100	22250	23400	24500	25500	26500
LOWER DECILE	0	18250	19100	19950	20850	21700	22500	23350	24100
MEAN	0	20000	21450	22850	24250	25650	27000	28250	29500
TOTAL NUMBER	0	15	18	15	28	21	23	40	24
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37200	40800	43750	46000	47650	48800	49600	50150	50450
UPPER QUARTILE	35400	38750	41100	42700	43700	44300	44600	44800	44850
MEDIAN	32000	34550	36200	37250	37850	38200	38400	38500	38550
LOWER QUARTILE	28250	30350	31900	32950	33600	34050	34300	34500	34550
LOWER DECILE	25600	27450	28900	29950	30650	31000	31200	31300	31250
MEAN	31700	34350	36300	37650	38600	39150	39500	39750	39800
TOTAL NUMBER	133	113	123	154	113	69	153	72	127
OVER $51000	0	0	0	0	0	1	18	12	18
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	22650	23700	24700	25700	26650	27550	28400	29200
UPPER QUARTILE	20250	21200	22200	23100	24000	24800	25600	26300	27000
MEDIAN	18900	19750	20600	21350	22100	22750	23400	23950	24500
LOWER QUARTILE	17900	18600	19300	19950	20600	21150	21700	22200	22650
LOWER DECILE	17350	17850	18350	18850	19300	19700	20150	20550	20900
MEAN	19250	20050	20850	21600	22300	23000	23650	24300	24850
TOTAL NUMBER	209	208	160	95	106	141	167	122	89
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30600	32350	33600	34500	35100	35500	35700	35800	35850
UPPER QUARTILE	28200	29600	30600	31350	31800	32100	32300	32400	32400
MEDIAN	25400	26400	27100	27550	27850	28000	28100	28150	28150
LOWER QUARTILE	23400	24250	24800	25050	25200	25200	25200	25150	25100
LOWER DECILE	21550	22350	22850	23150	23250	23250	23150	22950	22600
MEAN	25850	27050	27850	28350	28650	28800	28850	28900	28850
TOTAL NUMBER	232	175	145	108	118	88	146	89	98
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

MISC MANFG BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21150	22300	23450	24600	25800	27050	28250	29450	30650
UPPER QUARTILE	20100	21100	22100	23100	24100	25100	26100	27050	28000
MEDIAN	18900	19700	20450	21200	22000	22750	23450	24200	24900
LOWER QUARTILE	17900	18600	19300	19950	20600	21200	21800	22350	22850
LOWER DECILE	17350	17850	18350	18800	19300	19750	20150	20550	20950
MEAN	19150	19950	20800	21600	22400	23200	24000	24750	25500
TOTAL NUMBER	209	216	154	85	118	125	163	132	96
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33000	36300	39200	41600	43450	44850	45800	46600	47200
UPPER QUARTILE	29750	32150	34100	35700	36950	37850	38500	39050	39400
MEDIAN	26200	28000	29450	30700	31650	32350	32850	33350	33650
LOWER QUARTILE	23800	24950	25800	26400	26800	27050	27200	27300	27350
LOWER DECILE	21650	22550	23250	23750	24100	24300	24400	24450	24500
MEAN	26900	28750	30350	31600	32550	33250	33750	34200	34500
TOTAL NUMBER	261	198	197	170	176	112	253	136	197
OVER $51000	0	0	0	0	0	0	9	11	16
UNDER $14000	0	0	0	0	0	0	0	0	0

MISC MFG MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	23800	25100	26400	27750	29100	30500	31900	33250
UPPER QUARTILE	0	22400	23500	24650	25850	27050	28250	29450	30650
MEDIAN	0	21300	22150	23000	23900	24750	25650	26500	27400
LOWER QUARTILE	0	19600	20400	21200	21950	22750	23550	24300	25000
LOWER DECILE	0	18700	19350	20000	20600	21250	21850	22450	23050
MEAN	0	21350	22300	23200	24150	25100	26050	26950	27900
TOTAL NUMBER	0	7	24	24	14	35	25	28	16
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

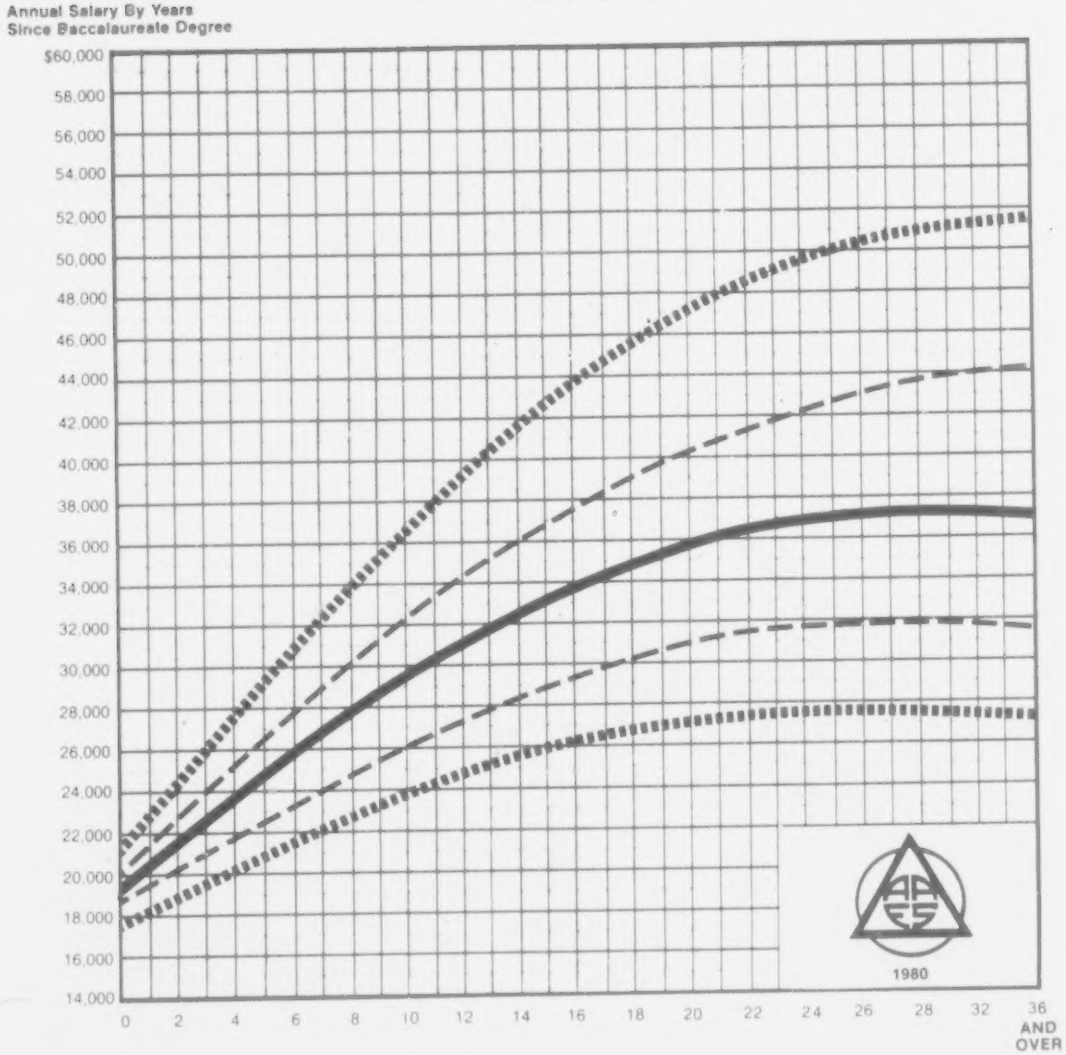
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36000	39750	42900	45300	46900	47700	47950	47700	46900
UPPER QUARTILE	33000	36250	38950	40850	41950	42350	42100	41300	39600
MEDIAN	29050	31400	33350	34750	35600	35850	35600	34650	32400
LOWER QUARTILE	26350	28100	29400	30200	30500	30500	30150	29550	28450
LOWER DECILE	24200	25700	26850	27600	27950	27950	27650	26850	25250
MEAN	29700	32150	34200	35650	36550	36900	36800	36200	34850
TOTAL NUMBER	92	73	60	69	45	39	40	20	23
OVER $51000	0	0	0	0	0	0	8	1	1
UNDER $14000	0	0	0	0	0	0	0	0	0

MISC MFG PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	1	2	2	2	2	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43150	38650	38800	40900	43800	46800	49250	51400	52550
UPPER QUARTILE	33300	34650	36000	37450	38900	40400	41900	43950	47500
MEDIAN	29750	31900	33950	35700	37250	38550	39550	40600	41500
LOWER QUARTILE	27200	30850	32950	33850	34050	34000	33800	33650	33550
LOWER DECILE	24950	28200	30200	31250	31800	32050	32150	32200	32250
MEAN	31100	32850	34450	35950	37350	38550	39550	40650	41900
TOTAL NUMBER	11	17	11	23	11	6	6	5	5
OVER $51000	0	0	0	0	0	1	1	1	1
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL NON-MANUFACTURING



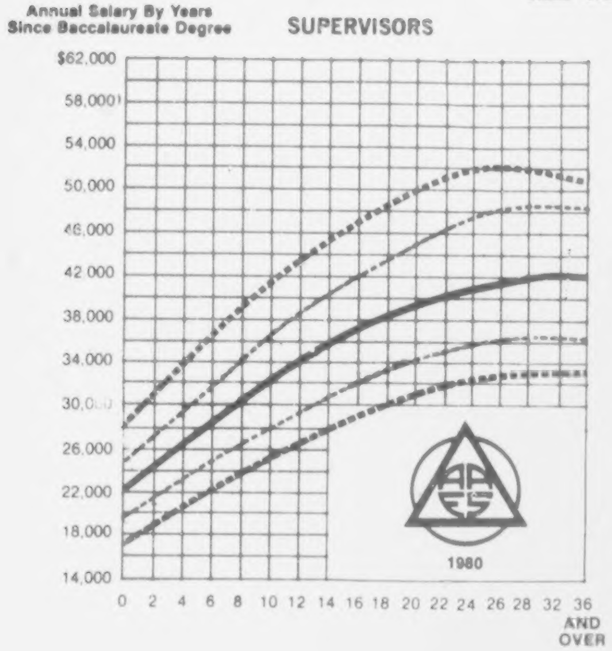
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	22950	24400	25900	27400	28950	30500	32050	33600
UPPER QUARTILE	20300	21500	22750	24050	25300	26600	27900	29150	30350
MEDIAN	19350	20350	21350	22400	23400	24450	25450	26450	27400
LOWER QUARTILE	18500	19350	20150	20950	21750	22600	23350	24150	24900
LOWER DECILE	17500	18150	18850	19550	20200	20850	21500	22100	22700
MEAN	19600	20600	21650	22700	23750	24850	25900	26900	27900
TOTAL NUMBER	1749	1914	1888	1625	1629	1958	2050	1992	1857
OVER $51000	0	0	0	0	1	0	1	1	1
UNDER $14000	7	7	4	1	1	3	0	1	0

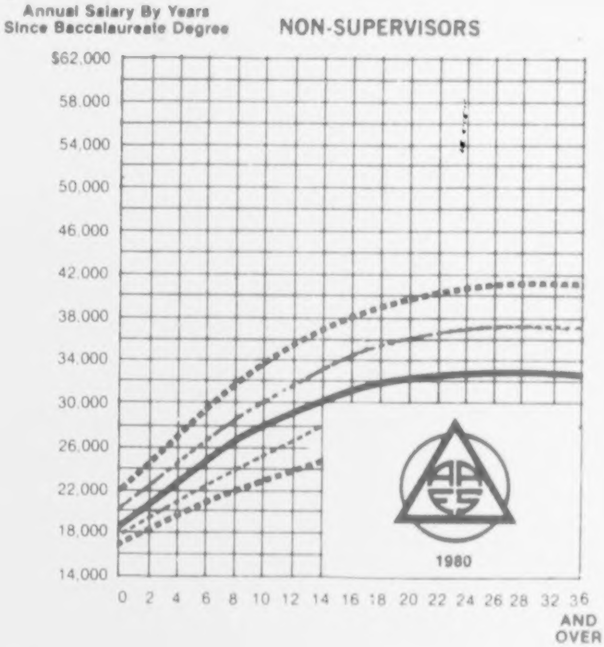
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36600	40700	44100	46750	48650	49900	50650	51200	51500
UPPER QUARTILE	32700	35850	38400	40400	41800	42800	43500	44000	44300
MEDIAN	29250	31700	33650	35100	36050	36650	36900	37050	37000
LOWER QUARTILE	26300	28150	29550	30600	31250	31600	31700	31650	31400
LOWER DECILE	23800	25150	26200	26950	27400	27600	27650	27550	27350
MEAN	29800	32350	34350	35850	36900	37500	37850	38100	38150
TOTAL NUMBER	5288	4170	3889	3560	2918	2210	3145	3086	2602
OVER $51000	9	34	121	223	227	175	304	384	364
UNDER $14000	0	1	1	1	0	0	0	1	0

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

ALL NON-MANUFACTURING





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28150	29400	30650	31900	33200	34500	35850	37150	38450
UPPER QUARTILE	24950	26000	27150	28250	29450	30600	31800	33000	34200
MEDIAN	22050	23100	24150	25200	26300	27350	28450	29550	30600
LOWER QUARTILE	19800	20750	21700	22650	23600	24550	25450	26400	27300
LOWER DECILE	16900	18000	19100	20200	21250	22250	23250	24150	25050
MEAN	23050	24050	25050	26100	27100	28150	29200	30250	31250
TOTAL NUMBER	21	30	57	64	101	183	250	331	355
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41000	44500	47500	49800	51350	52100	52200	51650	50050
UPPER QUARTILE	36550	39900	42950	45500	47450	48800	49650	50050	49850
MEDIAN	32650	35500	37900	39750	41100	41950	42400	42500	42300
LOWER QUARTILE	29050	31400	33300	34750	35700	36300	36600	36700	36500
LOWER DECILE	26600	28500	29900	30900	31600	32000	32300	32450	32500
MEAN	33250	36000	38300	40100	41400	42250	42650	42700	42400
TOTAL NUMBER	1439	1361	1506	1535	1303	1040	1588	1723	1314
OVER $51000	7	32	117	209	216	165	289	358	340
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21250	22800	24300	25750	27200	28550	29900	31100	32250
UPPER QUARTILE	20250	21450	22700	23900	25100	26300	27400	28500	29550
MEDIAN	19400	20350	21350	22300	23250	24200	25100	26000	26850
LOWER QUARTILE	18500	19300	20150	20900	21700	22450	23150	23850	24500
LOWER DECILE	17500	18150	18850	19500	20100	20700	21250	21800	22300
MEAN	19450	20500	21550	22550	23550	24550	25450	26350	27150
TOTAL NUMBER	1728	1884	1831	1561	1528	1775	1800	1661	1502
OVER $51000	0	0	0	0	1	0	1	1	0
UNDER $14000	7	7	4	0	1	3	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34300	36700	38400	39600	40350	40800	41050	41200	41300
UPPER QUARTILE	31400	33650	35200	36200	36700	36950	37050	37050	37000
MEDIAN	28400	30300	31600	32450	32850	32950	32850	32600	32300
LOWER QUARTILE	25700	27100	28100	28700	28950	29050	29000	28800	28550
LOWER DECILE	23250	24300	25050	25500	25700	25750	25750	25600	25450
MEAN	28650	30450	31650	32450	32900	33150	33250	33250	33250
TOTAL NUMBER	3849	2809	2383	2025	1615	1170	1557	1363	1288
OVER $51000	2	2	4	14	11	10	15	26	24
UNDER $14000	0	1	1	1	0	0	0	1	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

ALL NON MFG BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21450	22800	24200	25600	27000	28400	29850	31250	32650
UPPER QUARTILE	20300	21450	22650	23850	25000	26200	27350	28500	29600
MEDIAN	19300	20300	21250	22200	23150	24100	25000	25900	26750
LOWER QUARTILE	18450	19250	20050	20850	21600	22350	23050	23700	24350
LOWER DECILE	17450	18100	18750	19400	20000	20600	21150	21700	22200
MEAN	19500	20500	21500	22500	23500	24450	25400	26300	27200
TOTAL NUMBER	1749	1711	1497	1162	1069	1340	1406	1303	1258
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	7	7	3	1	1	3	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35300	38950	42100	44650	46650	48100	49100	49900	50350
UPPER QUARTILE	31700	34550	36900	38750	40200	41250	41950	42550	42850
MEDIAN	28350	30450	32150	33500	34550	35300	35750	36150	36350
LOWER QUARTILE	25550	27100	28350	29250	29950	30450	30750	31000	31100
LOWER DECILE	23150	24300	25200	25900	26350	26700	26900	27050	27100
MEAN	28900	31100	32900	34350	35450	36200	36750	37150	37400
TOTAL NUMBER	3178	2124	1978	1990	1811	1488	2374	2408	2004
OVER $51000	5	10	29	74	95	94	195	255	242
UNDER $14000	0	1	1	1	0	0	0	1	0

ALL NON MFG BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27300	28400	29450	30600	31700	32850	34050	35200	36400
UPPER QUARTILE	25300	26200	27100	28050	29000	29950	30900	31850	32800
MEDIAN	22250	23150	24000	24900	25800	26700	27600	28500	29400
LOWER QUARTILE	20200	21000	21750	22550	23400	24200	25000	25750	26550
LOWER DECILE	16900	17950	19000	20050	21050	22000	22900	23750	24600
MEAN	23000	23850	24750	25600	26500	27400	28300	29200	30050
TOTAL NUMBER	21	21	45	50	82	136	191	254	291
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38750	42150	45250	47900	49900	51250	51900	51850	50250
UPPER QUARTILE	34700	37500	40100	42450	44450	46100	47300	48400	49200
MEDIAN	31100	33500	35650	37450	38850	39950	40700	41350	41800
LOWER QUARTILE	28050	30150	31900	33350	34400	35150	35600	35850	35800
LOWER DECILE	26050	27850	29150	30100	30750	31150	31400	31550	31650
MEAN	31800	34200	36350	38200	39600	40650	41300	41750	41850
TOTAL NUMBER	958	740	824	934	822	718	1234	1383	1048
OVER $51000	5	10	29	70	89	89	189	245	229
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL NON MFG BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21150	22600	24050	25450	26800	28100	29300	30450	31500
UPPER QUARTILE	20150	21400	22600	23800	24900	25950	27000	27950	28800
MEDIAN	19250	20250	21250	22200	23050	23900	24700	25450	26150
LOWER QUARTILE	18400	19250	20050	20800	21500	22150	22800	23350	23900
LOWER DECILE	17500	18150	18750	19300	19850	20350	20850	21300	21700
MEAN	19400	20400	21400	22400	23300	24150	25000	25750	26450
TOTAL NUMBER	1728	1690	1452	1112	987	1204	1215	1049	967
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	7	7	3	0	1	3	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33350	35500	37050	38050	38700	39150	39350	39500	39550
UPPER QUARTILE	30350	32200	33500	34400	34950	35350	35550	35700	35750
MEDIAN	27400	28850	29900	30650	31150	31450	31650	31750	31800
LOWER QUARTILE	24850	25950	26700	27250	27650	27850	28000	28100	28100
LOWER DECILE	22450	23300	23900	24350	24700	24900	25000	25100	25150
MEAN	27700	29150	30250	30950	31450	31750	31950	32050	32100
TOTAL NUMBER	2220	1384	1154	1056	989	770	1140	1025	956
OVER $51000	0	0	0	4	6	5	6	10	13
UNDER $14000	0	1	1	1	0	0	0	1	0

ALL NON MFG MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24150	25400	26700	28050	29450	30900	32350	33850
UPPER QUARTILE	0	22250	23400	24550	25750	26950	28150	29350	30550
MEDIAN	0	21000	21950	22900	23850	24800	25800	26750	27700
LOWER QUARTILE	0	20250	21000	21700	22450	23200	23900	24650	25350
LOWER DECILE	0	18800	19500	20150	20800	21450	22100	22750	23350
MEAN	0	21500	22450	23400	24350	25350	26350	27300	28300
TOTAL NUMBER	0	203	381	448	525	554	555	571	468
OVER $51000	0	0	0	0	1	0	0	1	0
UNDER $14000	0	0	1	0	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36850	41250	45250	48500	50800	52100	52450	51850	49750
UPPER QUARTILE	32950	36400	39400	41850	43750	45050	45900	46450	46650
MEDIAN	29550	32100	34250	36000	37300	38150	38700	39050	39200
LOWER QUARTILE	26750	28700	30400	31750	32750	33350	33700	33750	33300
LOWER DECILE	24500	26000	27200	28150	28800	29200	29400	29500	29400
MEAN	30200	32900	35200	37050	38400	39300	39750	39950	39700
TOTAL NUMBER	1567	1359	1217	1034	776	510	631	539	466
OVER $51000	3	15	43	90	78	47	72	90	83
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL NON MFG MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	32450	33600	34800	35950	37150	38350	39500	40650
UPPER QUARTILE	0	27900	28950	30050	31150	32300	33450	34600	35800
MEDIAN	0	25100	26150	27200	28300	29400	30450	31550	32650
LOWER QUARTILE	0	23650	24500	25350	26250	27100	28000	28850	29700
LOWER DECILE	0	21950	22600	23300	23950	24650	25350	26000	26650
MEAN	0	26300	27250	28250	29250	30250	31250	32200	33200
TOTAL NUMBER	0	9	11	13	18	37	52	64	59
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42850	45900	48450	50350	51600	52200	52200	51600	49850
UPPER QUARTILE	38150	41650	44900	47700	49900	51400	52100	51950	49700
MEDIAN	34750	37700	40300	42450	44050	45150	45800	46200	46150
LOWER QUARTILE	31350	33650	35650	37300	38500	39350	39850	40100	39950
LOWER DECILE	27950	29800	31400	32800	33950	34800	35400	35850	36050
MEAN	35150	37850	40200	42200	43650	44650	45250	45450	45050
TOTAL NUMBER	403	432	435	392	330	235	294	276	208
OVER $51000	2	14	40	86	76	45	68	82	78
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL NON MFG MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	23950	25150	26350	27550	28750	29900	31000	32050
UPPER QUARTILE	0	22250	23300	24350	25400	26400	27400	28400	29350
MEDIAN	0	21100	21950	22850	23700	24600	25400	26250	27050
LOWER QUARTILE	0	20300	20950	21650	22350	23050	23700	24350	25000
LOWER DECILE	0	18800	19450	20100	20750	21350	21950	22500	23050
MEAN	0	21450	22300	23200	24050	24900	25750	26550	27350
TOTAL NUMBER	0	194	370	435	507	517	503	507	409
OVER $51000	0	0	0	0	1	0	0	1	0
UNDER $14000	0	0	1	0	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34000	36500	38450	39950	41000	41750	42250	42650	42850
UPPER QUARTILE	31150	33500	35350	36750	37700	38250	38600	38800	38850
MEDIAN	28600	30600	32200	33350	34150	34600	34800	34800	34650
LOWER QUARTILE	26200	27800	29050	30000	30600	30900	31000	30850	30350
LOWER DECILE	24050	25300	26250	26900	27350	27600	27750	27800	27750
MEAN	28850	30800	32350	33450	34250	34700	34950	35050	35000
TOTAL NUMBER	1164	927	782	642	446	275	337	263	258
OVER $51000	1	1	3	4	2	2	4	8	5
UNDER $14000	0	0	0	0	0	0	0	0	0

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                                 ALL NON MFG PHD ALL

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0   30650   31750   32900   34000   35200   36350   37550
  UPPER QUARTILE       0       0   27800   28650   29550   30500   31400   32400   33350
          MEDIAN       0       0   25850   26600   27400   28200   29000   29800   30600
  LOWER QUARTILE       0       0   24450   25100   25750   26400   27100   27750   28450
    LOWER DECILE       0       0   23100   23600   24150   24700   25250   25800   26350

            MEAN       0       0   26450   27250   28050   28850   29650   30500   31300

    TOTAL NUMBER       0       0      10      15      35      64      89     118     131
    OVER  $51000       0       0       0       0       0       0       1       0       1
    UNDER $14000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-34     35+

    UPPER DECILE   39950   43450   46750   49550   51700   53050   53500   52850   49400
  UPPER QUARTILE   35350   38500   41650   44700   47450   49800   51450   52450   50450
          MEDIAN   32250   34750   37100   39250   41100   42550   43450   43800   42350
  LOWER QUARTILE   29800   31750   33650   35300   36650   37650   38150   38050   35800
    LOWER DECILE   27450   29050   30500   31800   32900   33700   34150   34150   32650

            MEAN   33000   35500   37850   40000   41800   43200   44000   44250   42550

    TOTAL NUMBER     543     687     694     536     331     212     140     139     132
    OVER  $51000       1       9      49      59      54      34      37      39      39
    UNDER $14000       0       0       0       0       0       0       0       0       0
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                                 ALL NON MFG PHD SUP

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0       0       0       0   39250   40550   41850   43050
  UPPER QUARTILE       0       0       0       0       0   34550   36000   37400   38800
          MEDIAN       0       0       0       0       0   33150   34050   35000   35950
  LOWER QUARTILE       0       0       0       0       0   28350   29500   30650   31800
    LOWER DECILE       0       0       0       0       0   24750   25900   27050   28200

            MEAN       0       0       0       0       0   32150   33300   34450   35550

    TOTAL NUMBER       0       0       1       1       1      10       7      13       5
    OVER  $51000       0       0       0       0       0       0       0       0       1
    UNDER $14000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-34     35+

    UPPER DECILE   45250   48000   49900   51050   51600   51700   51500   51050   50400
  UPPER QUARTILE   41550   45200   48150   50250   51550   52050   52050   51450   50150
          MEDIAN   37850   40650   43300   45750   47850   49500   50650   51400   50750
  LOWER QUARTILE   34000   37050   39600   41600   43000   43850   44300   44400   44050
    LOWER DECILE   30350   33150   35450   37100   38150   38750   39050   39150   39100

            MEAN   37750   40750   43350   45350   46850   47800   48300   48450   48200

    TOTAL NUMBER      78     189     247     209     151      87      60      64      58
    OVER  $51000       0       8      48      53      51      31      32      31      33
    UNDER $14000       0       0       0       0       0       0       0       0       0
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                                 ALL NON MFG PHD NONSUP

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0   30650   31350   32100   32850   33600   34350   35100
  UPPER QUARTILE       0       0   28350   29000   29700   30400   31100   31800   32500
          MEDIAN       0       0   26150   26800   27500   28150   28850   29500   30200
  LOWER QUARTILE       0       0   24800   25350   25950   26500   27050   27650   28200
    LOWER DECILE       0       0   23150   23650   24150   24650   25150   25650   26150

            MEAN       0       0   26850   27450   28100   28700   29300   29950   30550

    TOTAL NUMBER       0       0       9      14      34      54      82     105     126
    OVER  $51000       0       0       0       0       0       0       1       0       0
    UNDER $14000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-34     35+

    UPPER DECILE   36600   38900   41150   43200   45100   46650   47850   48700   48050
  UPPER QUARTILE   33900   36000   38000   39850   41450   42750   43600   44100   42900
          MEDIAN   31550   33450   35250   36750   38000   38850   39350   39300   37750
  LOWER QUARTILE   29350   30950   32400   33700   34750   35450   35750   35650   33850
    LOWER DECILE   27100   28400   29600   30650   31450   31950   32200   32150   31000

            MEAN   31800   33600   35300   36850   38100   39100   39750   39950   38600

    TOTAL NUMBER     465     498     447     327     180     125      80      75      74
    OVER  $51000       1       1       1       6       3       3       5       8       6
    UNDER $14000       0       0       0       0       0       0       0       0       0
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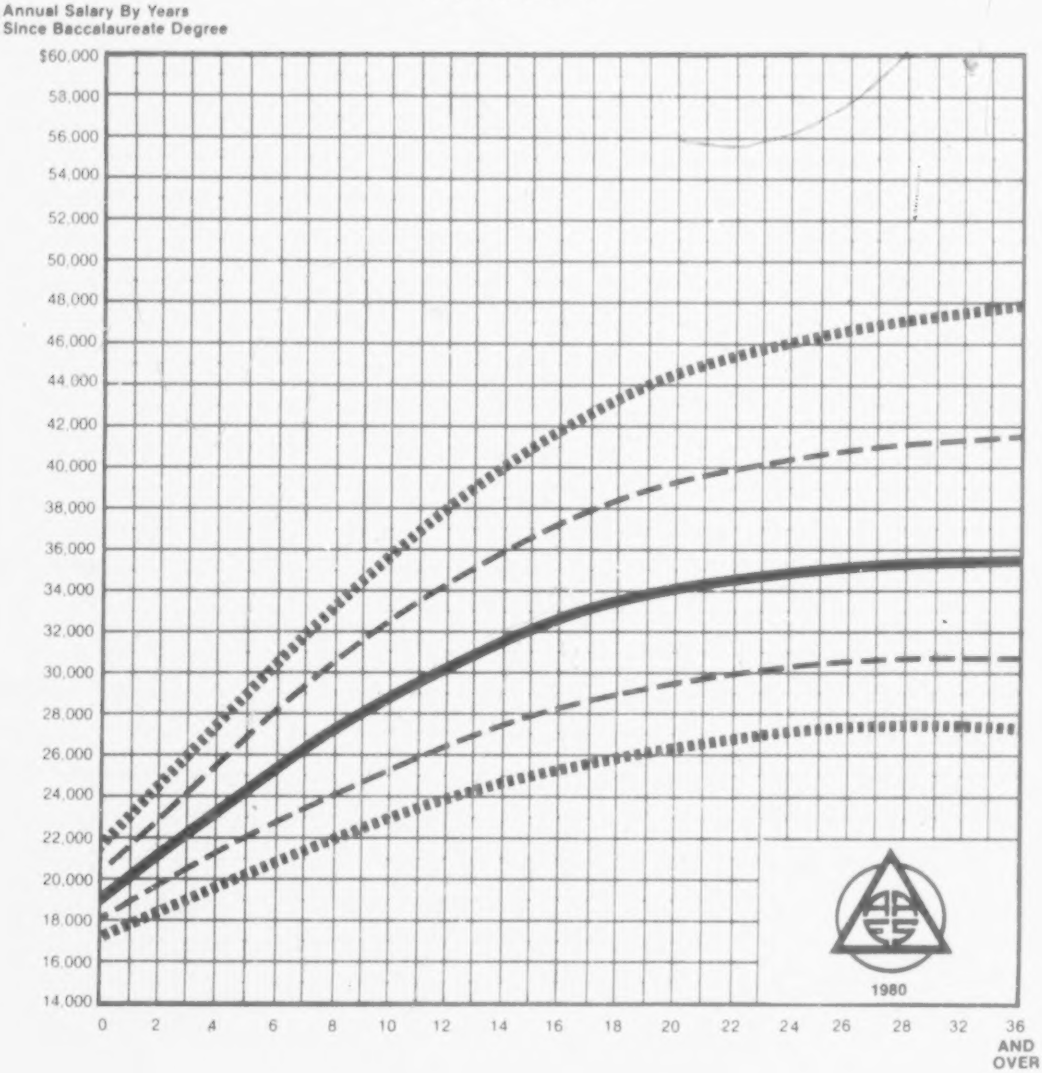
CONSTRUCTION
ALL ENGINEERS

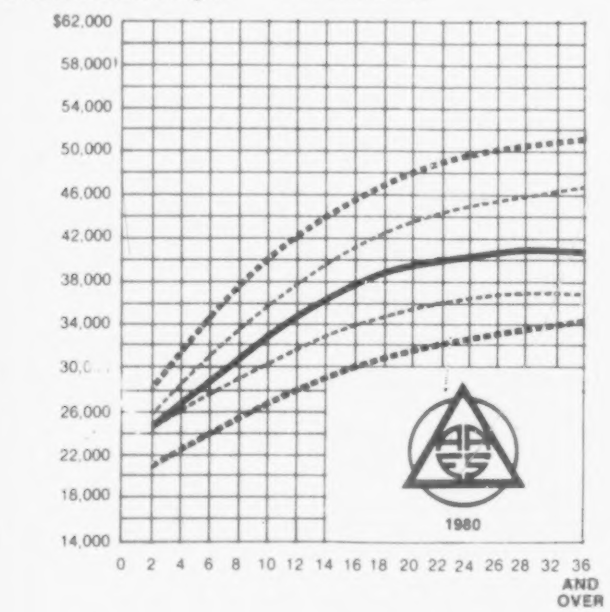


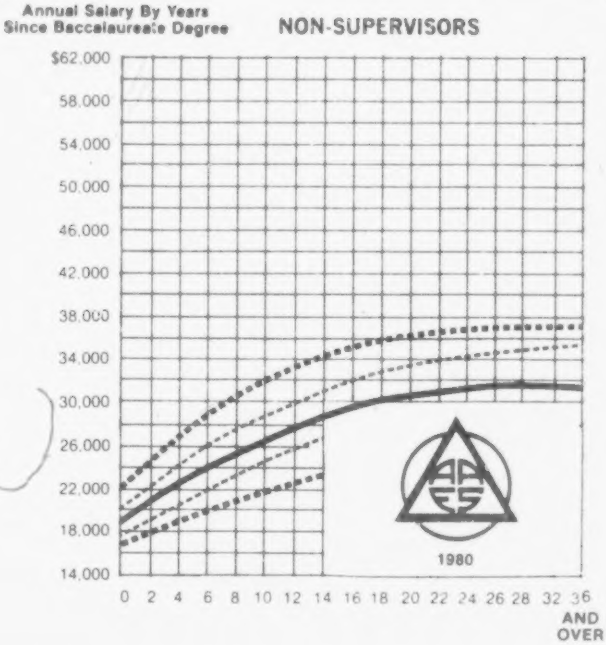
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21300	22800	24350	25850	27400	28950	30400	31900	33300
UPPER QUARTILE	20200	21550	22900	24250	25550	26850	28100	29350	30500
MEDIAN	19050	20100	21200	22250	23300	24350	25350	26300	27200
LOWER QUARTILE	18050	18850	19700	20550	21350	22150	22900	23650	24350
LOWER DECILE	17150	17800	18500	19150	19750	20400	20950	21550	22050
MEAN	19150	20300	21400	22500	23600	24650	25700	26700	27600
TOTAL NUMBER	113	75	78	62	76	98	100	96	75
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35900	39300	42000	44050	45500	46450	47050	47450	47600
UPPER QUARTILE	32600	35250	37300	38800	39850	40550	41000	41300	41400
MEDIAN	28900	30950	32550	33650	34350	34850	35150	35350	35450
LOWER QUARTILE	25700	27350	28600	29450	30050	30350	30550	30650	30650
LOWER DECILE	23050	24300	25300	26050	26600	27000	27250	27500	27650
MEAN	29350	31500	33200	34450	35300	35900	36250	36500	36600
TOTAL NUMBER	246	179	228	169	115	126	121	172	193
OVER $51000	0	0	4	4	11	5	10	13	9
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	27400	29400	31300	33200	35000	36700	38300
UPPER QUARTILE	0	0	25750	27550	29250	30900	32500	34000	35400
MEDIAN	0	0	24550	25950	27250	28550	29750	30900	32000
LOWER QUARTILE	0	0	24550	25550	26500	27400	28250	29050	29850
LOWER DECILE	0	0	21300	22350	23350	24300	25250	26100	26900
MEAN	0	0	24500	26000	27400	28800	30100	31350	32550
TOTAL NUMBER	1	4	8	5	6	9	9	15	10
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41150	44500	46900	48500	49550	50150	50500	50700	50800
UPPER QUARTILE	37850	40750	42800	44200	45050	45600	45900	46050	46150
MEDIAN	33950	36400	38150	39450	40300	40850	41200	41400	41500
LOWER QUARTILE	31250	33000	34400	35400	36100	36600	36950	37200	37350
LOWER DECILE	28400	30150	31500	32400	33050	33500	33750	33950	34050
MEAN	34600	37050	38800	40000	40800	41300	41600	41800	41850
TOTAL NUMBER	40	63	88	67	52	51	53	87	80
OVER $51000	0	0	4	4	11	5	10	12	9
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21050	22600	24150	25650	27050	28350	29550	30650	31600
UPPER QUARTILE	20000	21350	22700	24000	25250	26400	27500	28450	29350
MEDIAN	18950	20000	21050	22100	23050	24000	24900	25700	26500
LOWER QUARTILE	17950	18800	19650	20500	21250	22000	22700	23350	23950
LOWER DECILE	17200	17850	18450	19000	19550	20100	20650	21100	21600
MEAN	19100	20200	21250	22300	23250	24200	25050	25850	26600
TOTAL NUMBER	112	71	70	57	70	89	91	81	65
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33250	35100	36250	36950	37400	37650	37800	37850	37850
UPPER QUARTILE	30850	32450	33450	34050	34400	34600	34700	34750	34800
MEDIAN	27850	29350	30350	30900	31200	31300	31350	31300	31300
LOWER QUARTILE	25000	26250	27100	27650	28000	28200	28300	28350	28400
LOWER DECILE	22400	23500	24350	25000	25450	25800	26050	26200	26350
MEAN	27850	29300	30300	30900	31350	31600	31750	31850	31850
TOTAL NUMBER	206	116	140	102	63	75	68	85	113
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

CONSTRUCTION BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21250	22750	24250	25800	27300	28800	30300	31700	33100
UPPER QUARTILE	20150	21500	22850	24150	25500	26750	28000	29250	30400
MEDIAN	19000	20100	21150	22200	23200	24250	25200	26150	27050
LOWER QUARTILE	18000	18800	19650	20450	21250	22000	22800	23500	24200
LOWER DECILE	17150	17800	18400	19050	19650	20250	20800	21350	21850
MEAN	19100	20250	21350	22400	23500	24550	25550	26500	27450
TOTAL NUMBER	113	72	71	59	69	92	95	86	69
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

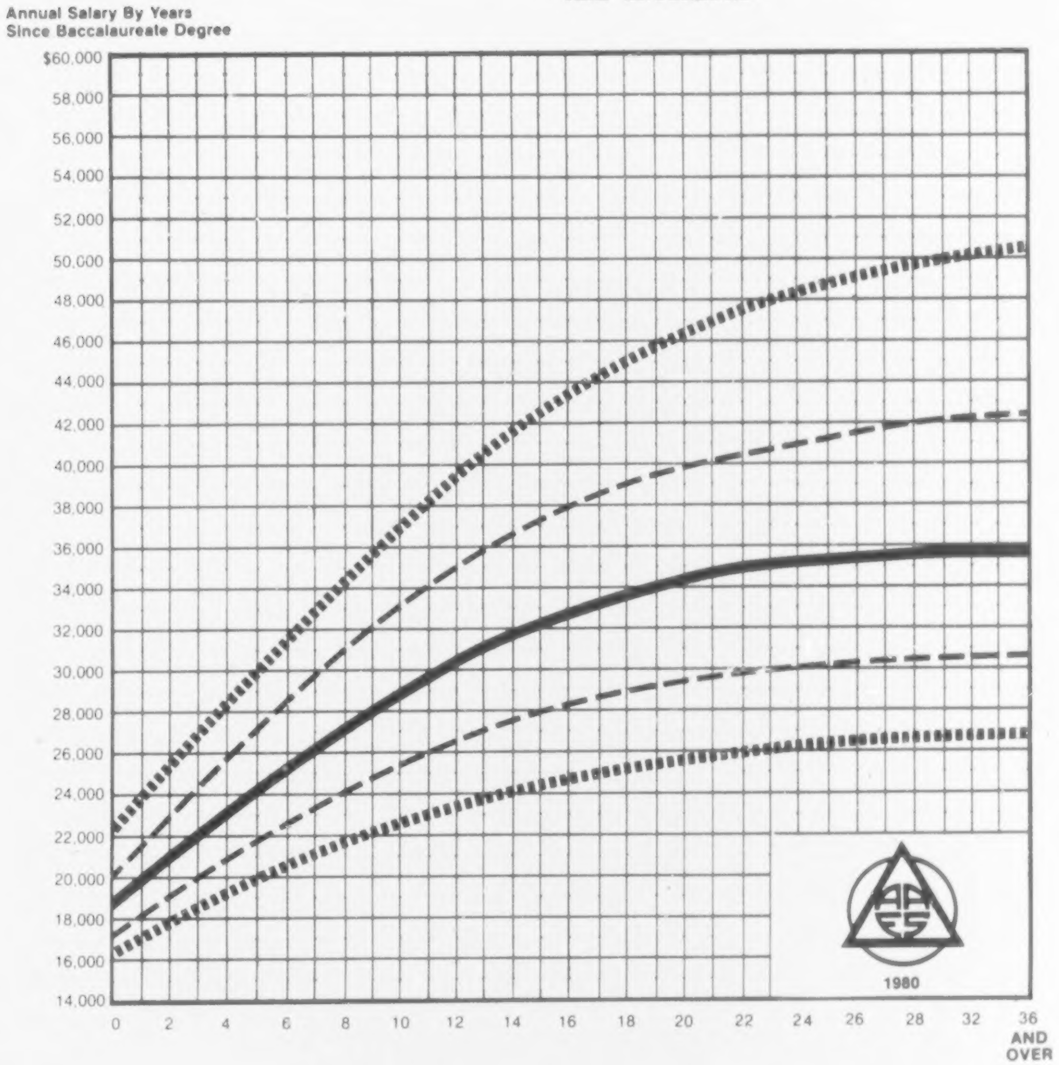
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35700	39050	41700	43700	45100	46100	46700	47100	47250
UPPER QUARTILE	32500	35150	37250	38750	39800	40500	40950	41250	41350
MEDIAN	28750	30800	32400	33500	34250	34750	35000	35250	35350
LOWER QUARTILE	25500	27100	28350	29250	29850	30200	30400	30500	30550
LOWER DECILE	22800	24050	25050	25800	26400	26800	27100	27350	27500
MEAN	29150	31300	33000	34250	35150	35750	36100	36400	36500
TOTAL NUMBER	221	158	196	147	104	115	112	153	177
OVER $51000	0	0	4	3	10	3	10	12	9
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSTRUCTION MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	31450	0	33050	33850	34650	35450	36250
UPPER QUARTILE	0	0	24350	0	26800	28000	29200	30350	31450
MEDIAN	0	0	22050	0	24350	25450	26500	27500	28400
LOWER QUARTILE	0	0	21150	0	22800	23600	24350	25100	25800
LOWER DECILE	0	0	20300	0	21750	22450	23100	23700	24300
MEAN	0	0	23400	0	25500	26500	27450	28400	29300
TOTAL NUMBER	0	3	7	3	7	6	5	10	6
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37850	40100	42250	44100	4[illegible]700	46950	47850	48500	48500
UPPER QUARTILE	33550	36200	38300	39900	4[illegible]050	41800	42300	42700	42950
MEDIAN	30100	32150	33650	34750	3[illegible]450	35950	36250	36450	36550
LOWER QUARTILE	27100	28750	30000	30850	31450	31800	32000	32100	32100
LOWER DECILE	25350	26650	27650	28400	28900	29250	29450	29650	29750
MEAN	30950	33000	34550	35700	36550	37050	37400	37700	37850
TOTAL NUMBER	25	21	32	22	11	11	9	19	16
OVER $51000	0	0	0	1	1	2	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

DESIGN, CONSULT & ENGINEERING SERVICES
ALL ENGINEERS



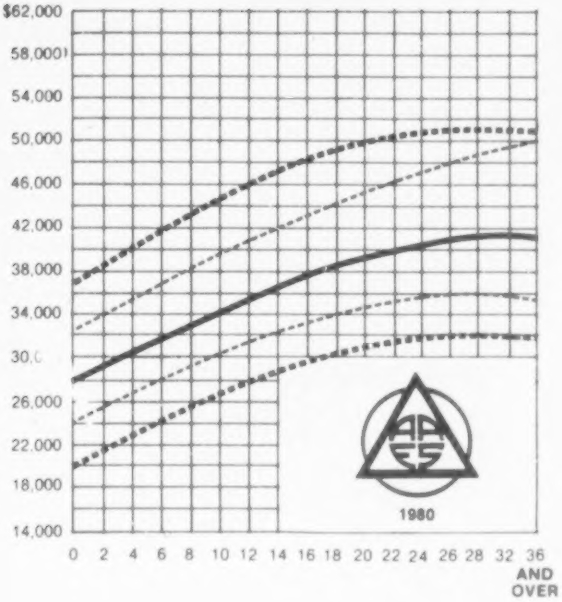
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22050	23600	25200	26800	28400	29950	31550	33050	34550
UPPER QUARTILE	20250	21650	23100	24500	25900	27250	28600	29850	31050
MEDIAN	18650	19850	21050	22200	23350	24450	25500	26500	27450
LOWER QUARTILE	17100	18100	19100	20100	21050	21950	22800	23600	24400
LOWER DECILE	15900	16750	17550	18350	19150	19850	20550	21200	21800
MEAN	19150	20300	21500	22650	23800	24900	26000	27050	28000
TOTAL NUMBER	431	490	479	423	440	589	609	495	496
OVER $51000	0	0	0	0	0	0	1	1	1
UNDER $14000	4	3	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37350	41000	43950	46200	47800	48900	49650	50200	50450
UPPER QUARTILE	33300	36050	38150	39600	40650	41350	41750	42050	42200
MEDIAN	29200	31250	32800	33850	34600	35050	35350	35550	35650
LOWER QUARTILE	25700	27300	28450	29250	29800	30100	30300	30450	30550
LOWER DECILE	22850	24050	24900	25500	25850	26100	26200	26300	26350
MEAN	29800	32000	33600	34800	35600	36100	36450	36700	36800
TOTAL NUMBER	1366	1156	959	799	629	528	621	682	777
OVER $51000	3	16	35	43	41	27	62	58	94
UNDER $14000	0	0	0	0	0	0	0	0	0

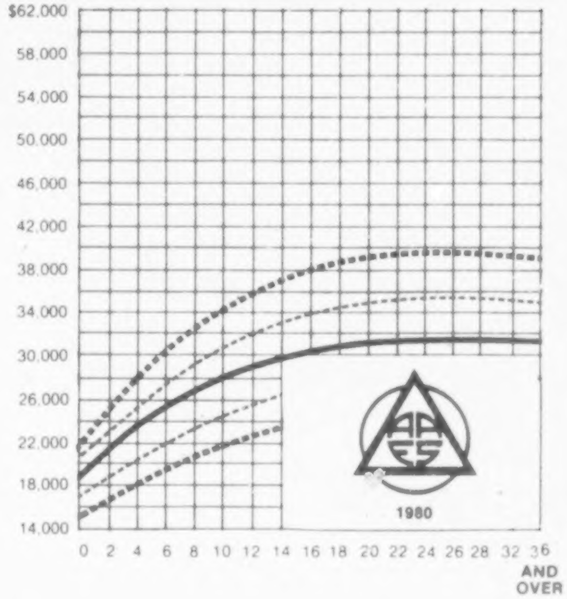
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

Annual Salary By Years Since Baccalaureate Degree **SUPERVISORS**



Annual Salary By Years Since Baccalaureate Degree **NON-SUPERVISORS**



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37250	38050	38900	39700	40500	41300	42100	42900	43650
UPPER QUARTILE	33150	33750	34400	35050	35700	36350	36950	37600	38250
MEDIAN	28650	29300	29900	30550	31150	31750	32350	32950	33550
LOWER QUARTILE	24100	24700	25300	25950	26550	27150	27750	28350	28950
LOWER DECILE	20950	21550	22150	22700	23300	23900	24450	25050	25600
MEAN	28800	29450	30150	30800	31450	32100	32750	33400	34000
TOTAL NUMBER	13	6	6	9	8	27	43	39	40
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	45100	47050	48700	50050	51000	51500	51800	51650	50550
UPPER QUARTILE	39500	41300	43050	44600	46050	47250	48300	49250	50100
MEDIAN	34700	36300	37750	39000	40000	40750	41250	41600	41450
LOWER QUARTILE	30100	31700	33100	34250	35150	35800	36100	36150	35500
LOWER DECILE	26650	28150	29450	30500	31300	31800	32050	32100	31550
MEAN	35200	36850	38350	39600	40550	41300	41800	42100	42000
TOTAL NUMBER	250	328	327	294	250	240	335	360	375
OVER $51000	2	15	33	36	37	26	60	58	90
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	23250	24950	26600	28200	29650	31050	32300	33400
UPPER QUARTILE	20050	21550	23050	24450	25850	27100	28300	29400	30350
MEDIAN	18550	19800	21000	22200	23300	24350	25350	26250	27050
LOWER QUARTILE	17050	18100	19100	20100	21000	21900	22700	23450	24100
LOWER DECILE	15850	16700	17550	18350	19100	19800	20400	20950	21450
MEAN	18750	20050	21300	22500	23650	24700	25700	26600	27400
TOTAL NUMBER	418	484	473	414	432	561	565	455	455
OVER $51000	0	0	0	0	0	0	1	1	0
UNDER $14000	4	3	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35300	37200	38350	39000	39300	39500	39550	39600	39650
UPPER QUARTILE	32000	33650	34550	35050	35250	35350	35400	35400	35400
MEDIAN	28400	29800	30600	31050	31250	31300	31350	31350	31350
LOWER QUARTILE	25200	26350	26950	27300	27400	27450	27400	27400	27350
LOWER DECILE	22300	23150	23650	23900	24050	24150	24150	24200	24200
MEAN	28700	30100	30850	31300	31500	31600	31650	31650	31650
TOTAL NUMBER	1116	828	632	505	379	288	286	321	401
OVER $51000	1	1	2	7	4	1	2	0	4
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

DES CONSULT+ENGR SERV BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21800	23200	24650	26100	27550	29000	30500	31900	33350
UPPER QUARTILE	20200	21550	22850	24150	25450	26700	27900	29100	30250
MEDIAN	18700	19800	20900	22000	23050	24050	25000	25950	26800
LOWER QUARTILE	17150	18050	18950	19850	20700	21550	22300	23050	23750
LOWER DECILE	15950	16700	17400	18100	18800	19400	20000	20550	21100
MEAN	19100	20150	21200	22250	23300	24300	25300	26250	27150
TOTAL NUMBER	431	411	365	286	291	394	380	314	295
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	4	3	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36050	39700	42750	45150	47000	48300	49200	49900	50350
UPPER QUARTILE	32350	35000	37050	38550	39600	40350	40800	41100	41300
MEDIAN	28400	30350	31800	32850	33550	34050	34350	34550	34650
LOWER QUARTILE	25000	26500	27600	28400	28950	29300	29550	29700	29800
LOWER DECILE	22050	23150	24000	24600	25050	25300	25500	25600	25700
MEAN	28800	30900	32550	33800	34650	35250	35650	35950	36100
TOTAL NUMBER	766	602	522	459	400	348	449	532	596
OVER $51000	1	5	14	15	25	17	39	40	60
UNDER $14000	0	0	0	0	0	0	0	0	0

DES CONSULT+ENGR SERV MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24850	26200	27600	29050	30500	31950	33450	34900
UPPER QUARTILE	0	22300	23600	24950	26300	27650	28950	30200	31450
MEDIAN	0	20400	21550	22650	23800	24900	25950	27000	28000
LOWER QUARTILE	0	18550	19550	20550	21500	22450	23350	24200	25050
LOWER DECILE	0	17200	18000	18850	19650	20400	21150	21850	22500
MEAN	0	20850	22000	23150	24300	25400	26500	27550	28600
TOTAL NUMBER	0	78	106	127	133	180	213	162	175
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

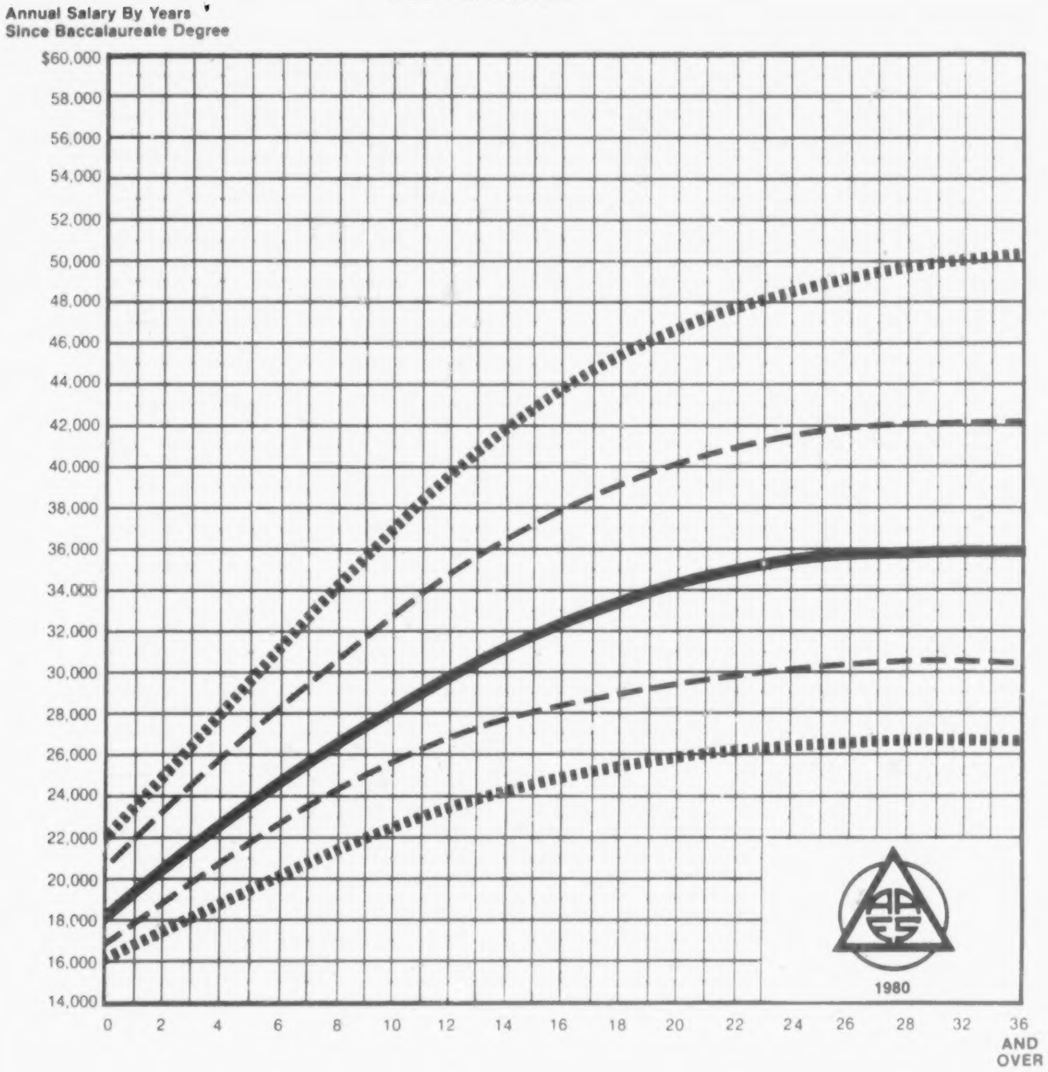
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37800	41750	45150	47700	49400	50400	50750	50750	50250
UPPER QUARTILE	33800	36850	39300	41150	42550	43500	44150	44650	44900
MEDIAN	29800	32150	34000	35400	36400	37100	37550	37900	38100
LOWER QUARTILE	26500	28350	29750	30750	31450	31950	32250	32450	32550
LOWER DECILE	23700	25200	26350	27150	27750	28150	28400	28600	28700
MEAN	30450	32900	34800	36250	37250	37950	38450	38800	39000
TOTAL NUMBER	527	455	352	272	189	152	158	135	153
OVER $51000	1	7	18	24	12	10	19	15	28
UNDER $14000	0	0	0	0	0	0	0	0	0

DES CONSULT+ENGR SERV PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	41400	41650	41900	42150	42400	42700	42950
UPPER QUARTILE	0	0	37750	37300	37050	36900	36900	36950	37100
MEDIAN	0	0	33600	33300	33100	32950	32900	32850	32900
LOWER QUARTILE	0	0	27050	27300	27550	27800	28050	28300	28550
LOWER DECILE	0	0	24400	24600	24750	24950	25150	25300	25500
MEAN	0	0	34250	33850	33550	33400	33350	33350	33400
TOTAL NUMBER	0	0	7	9	15	14	14	19	25
OVER $51000	0	0	0	0	0	0	1	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43550	44500	45450	46450	47450	48400	49350	50450	51800
UPPER QUARTILE	37550	38650	39950	41300	42600	43750	44700	45500	46050
MEDIAN	33150	33750	34550	35500	36550	37550	38500	39500	40400
LOWER QUARTILE	29050	29800	30550	31300	32000	32700	33400	34250	35550
LOWER DECILE	25850	26400	26900	27350	27800	28200	28550	29000	29550
MEAN	33750	34550	35500	36550	37550	38450	39150	39800	40200
TOTAL NUMBER	72	97	84	66	39	28	13	14	26
OVER $51000	1	4	3	3	3	0	3	2	4
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSULTING
ALL ENGINEERS

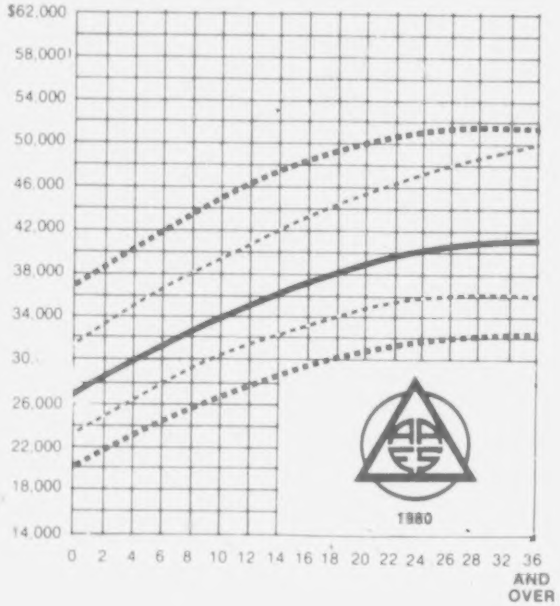


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21950	23550	25150	26800	28400	30050	31650	33200	34700
UPPER QUARTILE	20300	21700	23150	24550	26000	27350	28700	30000	31200
MEDIAN	18550	19800	21000	22200	23350	24500	25600	26600	27600
LOWER QUARTILE	17000	18000	19000	20000	20950	21900	22750	23600	24350
LOWER DECILE	15800	16650	17500	18300	19050	19800	20450	21100	21700
MEAN	19100	20250	21450	22650	23800	24900	26000	27050	28050
TOTAL NUMBER	402	441	440	378	405	528	549	460	451
OVER $51000	0	0	0	0	0	0	1	1	0
UNDER $14000	4	3	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37550	41250	44150	46350	47950	49000	49700	50200	50400
UPPER QUARTILE	33450	36250	38350	39800	40850	41500	41900	42200	42350
MEDIAN	29350	31450	33000	34050	34750	35250	35500	35700	35800
LOWER QUARTILE	25700	27350	28500	29350	29850	30200	30400	30550	30650
LOWER DECILE	22700	23900	24750	25350	25750	26000	26150	26200	26250
MEAN	29850	32050	33750	34900	35700	36200	36550	36750	36900
TOTAL NUMBER	1220	1050	885	700	557	467	517	621	691
OVER $51000	3	16	32	40	34	27	57	51	87
UNDER $14000	0	0	0	0	0	0	0	0	0

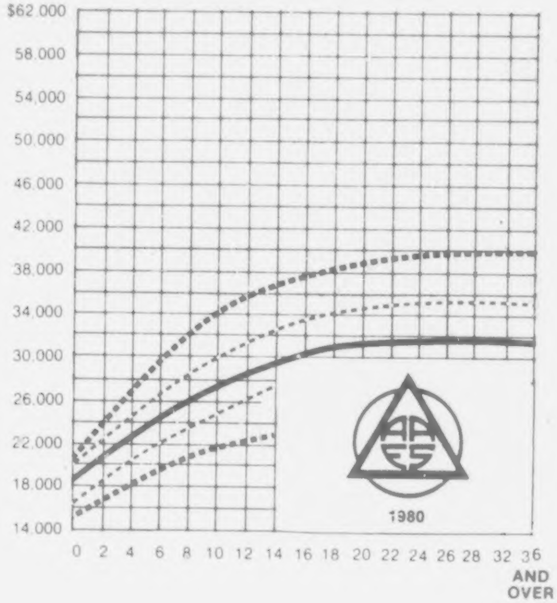
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪



Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36850	37700	38550	39400	40250	41050	41900	42700	43450
UPPER QUARTILE	31200	32000	32800	33600	34400	35200	36000	36800	37550
MEDIAN	27200	27900	28650	29350	30100	30800	31500	32200	32900
LOWER QUARTILE	23750	24400	25050	25700	26300	26950	27600	28200	28800
LOWER DECILE	20850	21450	22050	22650	23250	23850	24400	25000	25550
MEAN	27900	28600	29350	30100	30800	31500	32200	32900	33600
TOTAL NUMBER	13	6	6	9	7	16	40	38	35
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44950	47000	48750	50100	51100	51700	51900	51700	50500
UPPER QUARTILE	39100	41250	43200	44950	46450	47650	48550	49400	50000
MEDIAN	34200	36050	37700	39050	40100	40900	41450	41800	41750
LOWER QUARTILE	30000	31600	33000	34200	35050	35650	36000	36100	35600
LOWER DECILE	26600	28000	29250	30250	31000	31550	31900	32100	32200
MEAN	34900	36750	38300	39650	40650	41400	41900	42150	42100
TOTAL NUMBER	228	304	303	250	223	213	279	325	334
OVER $51000	2	15	30	33	30	26	55	51	83
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21450	23200	24950	26650	28300	29800	31250	32500	33650
UPPER QUARTILE	20050	21600	23100	24550	25950	27250	28500	29600	30600
MEDIAN	18450	19750	21000	22200	23350	24400	25400	26350	27150
LOWER QUARTILE	16900	17950	19000	20000	20950	21850	22650	23400	24050
LOWER DECILE	15750	16650	17500	18300	19050	19750	20350	20900	21350
MEAN	18650	20000	21250	22500	23650	24750	25750	26700	27500
TOTAL NUMBER	389	435	434	369	398	512	509	422	416
OVER $51000	0	0	0	0	0	0	1	1	0
UNDER $14000	4	3	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35550	37500	38650	39250	39600	39750	39850	39900	39900
UPPER QUARTILE	32250	33950	34900	35400	35600	35700	35750	35750	35750
MEDIAN	28500	29950	30800	31250	31450	31550	31550	31600	31600
LOWER QUARTILE	25200	26350	26950	27300	27400	27400	27400	27350	27300
LOWER DECILE	22150	22900	23350	23600	23750	23800	23850	23850	23900
MEAN	28850	30200	31000	31400	31650	31750	31750	31800	31800
TOTAL NUMBER	992	746	582	450	334	254	238	296	357
OVER $51000	1	1	2	7	4	1	2	0	4
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	-----
Median	━━━━━
Lower Quartile	-----
Lower Decile	••••••

CONSULTING BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21350	23000	24600	26150	27600	29050	30350	31550	32650
UPPER QUARTILE	20000	21500	22900	24300	[illegible]	26800	27900	28900	29800
MEDIAN	18450	19700	20900	22000	23100	24050	24950	25750	26500
LOWER QUARTILE	16900	17900	18900	19800	20650	21450	22150	22800	23400
LOWER DECILE	15750	16600	17400	18100	18750	19350	19850	20350	20750
MEAN	18650	19850	21050	22150	23200	24200	25100	25900	26650
TOTAL NUMBER	389	360	328	245	259	341	301	258	248
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	4	3	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34450	36400	37550	38200	38500	38700	38750	38800	38850
UPPER QUARTILE	31300	32800	33700	34200	34450	34550	34600	34650	34650
MEDIAN	27700	28950	29700	30150	30400	30550	30600	30650	30650
LOWER QUARTILE	24350	25300	25900	26250	26450	26550	26650	26650	26650
LOWER DECILE	21400	22050	22450	22650	22800	22900	22950	22950	22950
MEAN	27850	29100	29900	30350	30600	30750	30850	30900	30900
TOTAL NUMBER	529	387	309	244	199	165	169	232	279
OVER $51000	0	0	0	2	3	1	0	0	4
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSULTING BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37250	0	0	0	0	40550	41200	41850	42500
UPPER QUARTILE	32500	0	0	0	0	35600	36250	36850	37500
MEDIAN	28950	0	0	0	0	31500	32050	32550	33050
LOWER QUARTILE	24650	0	0	0	0	27050	27550	28050	28500
LOWER DECILE	22500	0	0	0	0	24450	24850	25250	25650
MEAN	29550	0	0	0	0	32050	32600	33100	33600
TOTAL NUMBER	13	4	4	4	4	9	26	23	23
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43750	45600	47250	48750	49950	50900	51550	51850	50800
UPPER QUARTILE	38700	40550	42250	43900	45350	46650	47700	48700	49450
MEDIAN	34050	35500	36850	38100	39150	40050	40700	41200	40900
LOWER QUARTILE	29450	30800	32100	33200	34150	34900	35400	35600	34850
LOWER DECILE	26400	27500	28550	29450	30200	30800	31250	31500	31050
MEAN	34550	36000	37350	38550	39650	40500	41200	41700	41500
TOTAL NUMBER	121	148	160	143	144	138	197	247	251
OVER $51000	1	5	11	12	19	16	36	35	55
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSULTING BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21750	23200	24650	26150	27650	29200	30700	32150	33600
UPPER QUARTILE	20250	21600	22900	24250	25550	26850	28100	29300	30450
MEDIAN	18600	19750	20850	22000	23050	24100	25100	26050	26950
LOWER QUARTILE	17050	17950	18850	19750	20600	21450	22250	23000	23650
LOWER DECILE	15950	16650	17350	18000	18650	19250	19850	20400	20900
MEAN	19050	20100	21200	22250	23300	24350	25350	26300	27200
TOTAL NUMBER	402	364	332	249	263	350	327	281	271
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	4	3	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36350	40050	43100	45500	47250	48500	49350	50000	50350
UPPER QUARTILE	32600	35300	37400	38900	40000	40750	41200	41550	41700
MEDIAN	28550	30500	32000	33050	33750	34250	34500	34700	34800
LOWER QUARTILE	24900	26450	27600	28400	28950	29300	29550	29700	29750
LOWER DECILE	21800	22950	23800	24400	24800	25100	25300	25450	25500
MEAN	28900	31050	32700	33900	34800	35350	35750	36050	36250
TOTAL NUMBER	650	535	469	387	343	303	366	479	530
OVER $51000	1	5	11	14	22	17	36	35	59
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSULTING MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24200	25800	27350	28850	30300	31650	32900	34100
UPPER QUARTILE	0	21750	23350	24850	26300	27650	28900	30050	31050
MEDIAN	0	20100	21350	22600	23750	24850	25850	26800	27650
LOWER QUARTILE	0	18200	19350	20400	21450	22400	23300	24100	24850
LOWER DECILE	0	17150	18000	18800	19550	20300	21000	21650	22250
MEAN	0	20450	21750	23000	24150	25250	26250	27200	28050
TOTAL NUMBER	0	75	100	116	127	166	198	148	147
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36050	38250	39600	40350	40700	40900	40950	41000	41000
UPPER QUARTILE	32800	34700	35900	36650	37050	37300	37450	37500	37550
MEDIAN	29150	30850	31950	32700	33200	33450	33600	33700	33750
LOWER QUARTILE	26100	27450	28350	28900	29250	29450	29600	29650	29650
LOWER DECILE	23250	24450	25200	25650	25900	25950	26000	25950	25950
MEAN	29500	31150	32250	32950	33350	33600	33700	33750	33800
TOTAL NUMBER	407	292	219	163	112	75	63	58	67
OVER $51000	0	0	2	3	1	0	2	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSULTING MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	32350	36050	39250	41950
UPPER QUARTILE	0	0	0	0	0	30700	32650	34550	36300
MEDIAN	0	0	0	0	0	26350	28050	29700	31250
LOWER QUARTILE	0	0	0	0	0	25200	26350	27450	28500
LOWER DECILE	0	0	0	0	0	24250	24850	25450	26050
MEAN	0	0	0	0	0	27950	29550	31050	32450
TOTAL NUMBER	0	2	1	4	3	5	11	12	11
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	45750	48800	50100	50650	50850	50900	50950	50950	50950
UPPER QUARTILE	39450	43150	45650	47250	48200	48800	49100	49300	49400
MEDIAN	34000	37250	39550	41000	41950	42500	42800	43000	43050
LOWER QUARTILE	30400	32750	34500	35750	36650	37200	37550	37800	37900
LOWER DECILE	27150	28700	30050	31250	32200	33000	33650	34250	34800
MEAN	35000	37950	40050	41400	42200	42750	43050	43200	43300
TOTAL NUMBER	96	129	116	85	64	61	75	70	73
OVER $51000	1	7	16	20	8	10	16	14	25
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSULTING MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24850	26200	27600	29050	30550	32000	33500	35000
UPPER QUARTILE	0	22150	23550	24950	26300	27700	29050	30350	31600
MEDIAN	0	20250	21450	22600	23750	24900	26000	27050	28050
LOWER QUARTILE	0	18450	19450	20450	21450	22400	23300	24150	25000
LOWER DECILE	0	17150	18000	18800	19600	20350	21100	21800	22450
MEAN	0	20700	21900	23050	24250	25400	26500	27550	28600
TOTAL NUMBER	0	77	101	120	130	171	209	160	158
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37900	41900	45250	47800	49500	50450	50800	50750	50200
UPPER QUARTILE	33900	36900	39250	41000	42250	43100	43650	44100	44300
MEDIAN	29900	32250	34050	35350	36250	36900	37300	37600	37750
LOWER QUARTILE	26500	28350	29800	30800	31550	32000	32350	32550	32650
LOWER DECILE	23650	25150	26300	27150	27750	28200	28450	28650	28800
MEAN	30500	32950	34800	36200	37200	37850	38300	38650	38800
TOTAL NUMBER	503	421	335	248	176	136	138	128	140
OVER $51000	1	7	18	23	9	10	18	14	25
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSULTING PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35600	39700	42050	43050	43300	43150	42850
UPPER QUARTILE	0	0	35300	35400	35550	35650	35800	35900	36050
MEDIAN	0	0	30600	30800	31000	31200	31400	31550	31750
LOWER QUARTILE	0	0	25600	25900	26200	26500	26800	27050	27300
LOWER DECILE	0	0	27100	25750	25000	24650	24550	24550	24700
MEAN	0	0	31350	31550	31750	31900	32100	32250	32400
TOTAL NUMBER	0	0	6	8	12	5	10	16	21
OVER $51000	0	0	0	0	0	0	1	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42250	41700	41450	41350	41350	41350	41350	41350	41350
UPPER QUARTILE	36300	36650	37050	37400	37800	38150	38500	38950	39750
MEDIAN	32050	32500	32900	33250	33550	33750	33850	33950	33750
LOWER QUARTILE	27850	28550	29150	29650	30050	30300	30450	30400	29700
LOWER DECILE	25000	25450	25750	25950	26050	26050	26100	26100	26100
MEAN	32750	33150	33550	33850	34150	34350	34450	34550	34350
TOTAL NUMBER	56	67	54	43	23	14	6	6	11
OVER $51000	1	1	0	2	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSULTING PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	1	1	0	2	3	3	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

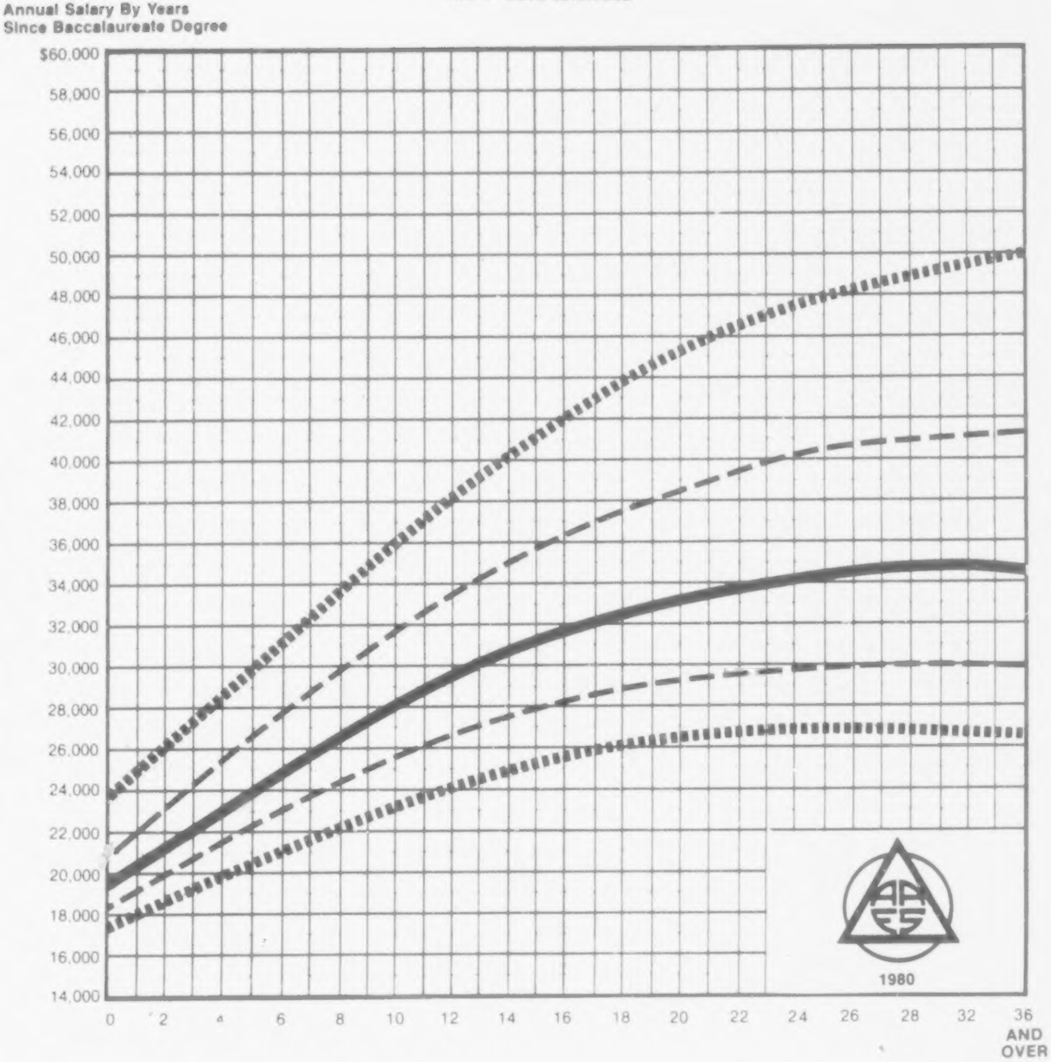
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44150	51100	50700	50400	50350	50300	50300	50300	50300
UPPER QUARTILE	42450	43650	44850	46050	47150	48200	49150	50300	51800
MEDIAN	36750	38950	40250	41000	41350	41500	41550	41600	41600
LOWER QUARTILE	33550	34300	34950	35600	36100	36600	37050	37500	38050
LOWER DECILE	31450	32200	32850	33500	34050	34550	35000	35450	35850
MEAN	38300	39400	40350	41150	41750	42250	42650	43000	43300
TOTAL NUMBER	11	27	27	22	15	14	7	8	10
OVER $51000	0	3	3	1	3	0	3	2	3
UNDER $14000	0	0	0	0	0	0	0	0	0

CONSULTING PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	39250	39700	40200	40650	41150	41600	42050
UPPER QUARTILE	0	0	34400	34850	35250	35700	36150	36550	37000
MEDIAN	0	0	30800	31100	31400	31650	31950	32250	32500
LOWER QUARTILE	0	0	25350	25800	26200	26600	27000	27400	27800
LOWER DECILE	0	0	24100	24300	24550	24800	25050	25250	25500
MEAN	0	0	31050	31400	31750	32100	32450	32800	33150
TOTAL NUMBER	0	0	7	9	12	7	13	19	22
OVER $51000	0	0	0	0	0	0	1	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43000	44300	45600	46800	47900	48900	49750	50650	51500
UPPER QUARTILE	37800	39000	40050	41050	41850	42550	43050	43400	43250
MEDIAN	33100	33900	34700	35500	36300	37000	37700	38550	39800
LOWER QUARTILE	28600	29750	30800	31750	32550	33200	33650	34000	33650
LOWER DECILE	25950	26550	27150	27650	28050	28450	28700	28900	28900
MEAN	33800	34800	35700	36500	37250	37900	38400	38900	39200
TOTAL NUMBFR	67	94	81	65	38	28	13	14	21
OVER $51000	1	4	3	3	3	0	3	2	3
UNDER $14000	0	0	0	0	0	0	0	0	0

ENGINEERING SERVICES
ALL ENGINEERS



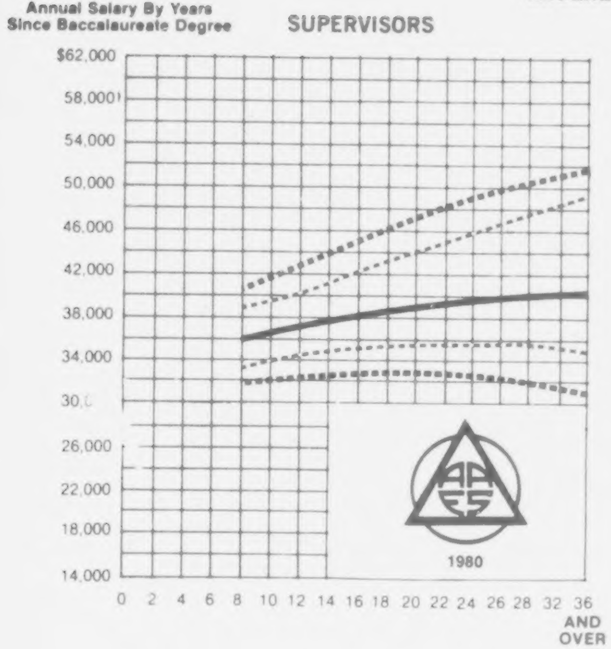
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23950	25200	26450	27750	29000	30300	31550	32800	34000
UPPER QUARTILE	20500	21650	22800	23950	25100	26250	27350	28400	29450
MEDIAN	19400	20400	21400	22350	23300	24200	25100	25950	26750
LOWER QUARTILE	18550	19350	20200	21000	21750	22550	23250	23950	24600
LOWER DECILE	17050	17800	18550	19250	19950	20650	21300	21900	22500
MEAN	19800	20850	21900	22950	23950	24900	25850	26750	27600
TOTAL NUMBER	29	49	39	45	35	61	60	35	45
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

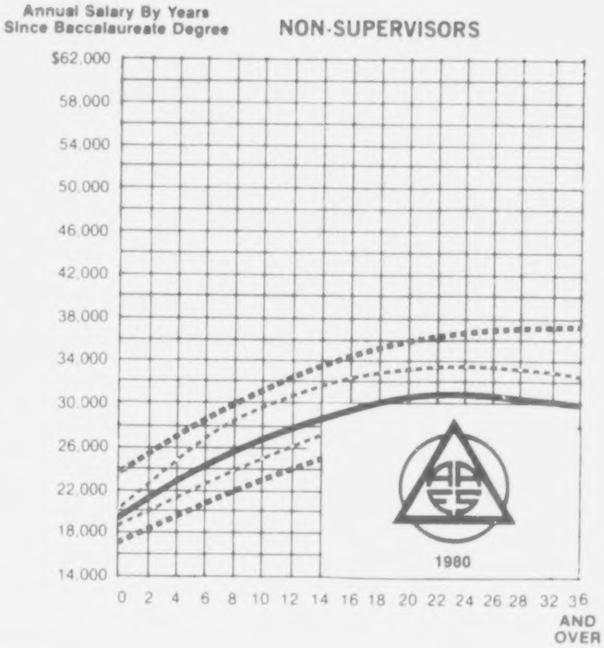
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36350	39550	42350	44650	46450	47850	48800	49650	50150
UPPER QUARTILE	31450	34050	36200	37900	39150	40050	40650	41100	41300
MEDIAN	28250	30150	31600	32700	33500	34050	34400	34700	34850
LOWER QUARTILE	25800	27250	28350	29050	29500	29750	29900	29950	29950
LOWER DECILE	23500	24750	25650	26250	26600	26750	26850	26850	26850
MEAN	29200	31200	32750	33950	34800	35400	35750	36050	36200
TOTAL NUMBER	146	106	74	99	72	61	104	61	86
OVER $51000	0	0	3	3	7	0	5	7	7
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮

ENGINEERING SERVICES





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	39900	0	0	41550
UPPER QUARTILE	0	0	0	0	0	38400	0	0	39700
MEDIAN	0	0	0	0	0	35700	0	0	36450
LOWER QUARTILE	0	0	0	0	0	33250	0	0	33800
LOWER DECILE	0	0	0	0	0	31650	0	0	32000
MEAN	0	0	0	0	0	35950	0	0	36850
TOTAL NUMBER	0	0	0	0	1	11	3	1	5
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42600	44200	45650	47050	48300	49400	50300	51100	51550
UPPER QUARTILE	40550	41850	43050	44250	45350	46350	47250	48300	49550
MEDIAN	36950	37600	38250	38800	39300	39700	40000	40300	40450
LOWER QUARTILE	34150	34600	35000	35300	35500	35650	35700	35600	35100
LOWER DECILE	32150	32350	32450	32450	32300	32100	31800	31300	30050
MEAN	37450	38250	39000	39650	40200	40650	41000	41200	41100
TOTAL NUMBER	22	24	24	44	27	27	56	35	41
OVER $51000	0	0	3	3	7	0	5	7	7
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23300	24300	25250	26200	27100	28000	28850	29650	30400
UPPER QUARTILE	20250	21500	22700	23850	24950	25950	26850	27700	28450
MEDIAN	19250	20250	21250	22250	23150	24050	24900	25650	26350
LOWER QUARTILE	18450	19300	20150	20950	21750	22450	23150	23800	24350
LOWER DECILE	17000	17750	18500	19200	19900	20550	21200	21750	22300
MEAN	19700	20650	21600	22500	23400	24250	25000	25750	26400
TOTAL NUMBER	29	49	39	45	34	49	56	33	39
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31800	33550	34850	35750	36300	36650	36850	36900	36950
UPPER QUARTILE	29750	31150	32000	32600	32900	33100	33200	33300	33300
MEDIAN	27550	28800	29600	30000	30200	30200	30200	30100	30050
LOWER QUARTILE	25300	26400	27000	27350	27450	27500	27450	27400	27300
LOWER DECILE	23300	24350	25000	25350	25400	25350	25200	24950	24700
MEAN	27550	28800	29650	30150	30450	30550	30650	30650	30650
TOTAL NUMBER	124	82	50	55	45	34	48	25	44
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	-----
Median	━━━━
Lower Quartile	-----
Lower Decile	•••••••

ENGINEERING SERV BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23450	24300	25200	26050	27000	27950	28950	29950	30950
UPPER QUARTILE	20250	21300	22400	23450	24500	25550	26550	27500	28450
MEDIAN	19250	20200	21100	22000	22900	23800	24650	25450	26200
LOWER QUARTILE	18450	19200	20000	20750	21500	22200	22900	23600	24250
LOWER DECILE	17050	17750	18450	19100	19750	20350	21000	21550	22100
MEAN	19600	20500	21400	22300	23150	24050	24900	25750	26600
TOTAL NUMBER	29	47	33	37	28	44	53	33	24
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

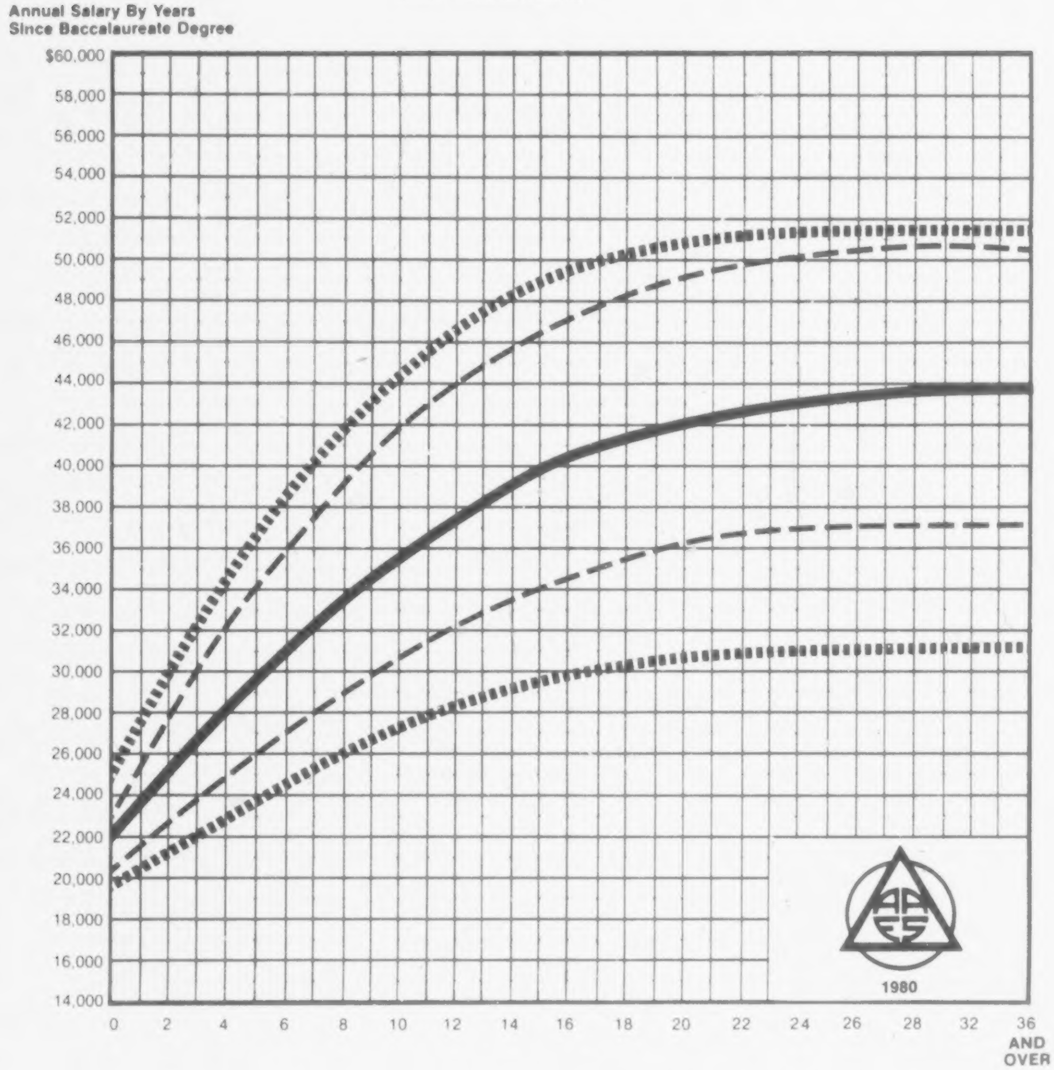
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33050	36300	39550	42500	45000	46800	47650	47150	42400
UPPER QUARTILE	30250	32550	34450	35950	37050	37850	38400	38800	39050
MEDIAN	27650	29500	30900	32000	32800	33350	33700	34000	34100
LOWER QUARTILE	25450	26950	28100	28850	29300	29500	29550	29500	29000
LOWER DECILE	23150	24400	25350	26000	26400	26650	26800	26850	26850
MEAN	28150	30200	31850	33100	33950	34500	34750	34900	34850
TOTAL NUMBER	116	67	53	72	57	45	83	53	66
OVER $51000	0	0	3	1	3	0	3	5	1
UNDER $14000	0	0	0	0	0	0	0	0	0

ENGINEERING SERV MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	32400	33300	34250	35150	36050	0	37800
UPPER QUARTILE	0	0	30250	30900	31500	32100	32750	0	34050
MEDIAN	0	0	26500	27050	27600	28150	28700	0	29800
LOWER QUARTILE	0	0	22900	23400	23900	24350	24850	0	25800
LOWER DECILE	0	0	21450	21800	22200	22550	22900	0	23650
MEAN	0	0	26950	27500	28050	28600	29150	0	30300
TOTAL NUMBER	0	1	5	7	7	17	6	2	21
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39450	41750	43800	45600	47150	48400	49350	50300	51050
UPPER QUARTILE	35350	37400	39450	41550	43600	45600	47500	49750	52650
MEDIAN	30900	32650	34350	36000	37650	39150	40450	41950	43350
LOWER QUARTILE	26750	28150	29400	30550	31500	32200	32650	32800	31750
LOWER DECILE	24350	25350	26300	27100	27800	28350	28750	28900	28400
MEAN	31400	33100	34750	36300	37750	39050	40150	41150	41700
TOTAL NUMBER	29	38	21	26	15	16	20	7	19
OVER $51000	0	0	0	1	3	0	1	1	5
UNDER $14000	0	0	0	0	0	0	0	0	0

MINING
ALL ENGINEERS

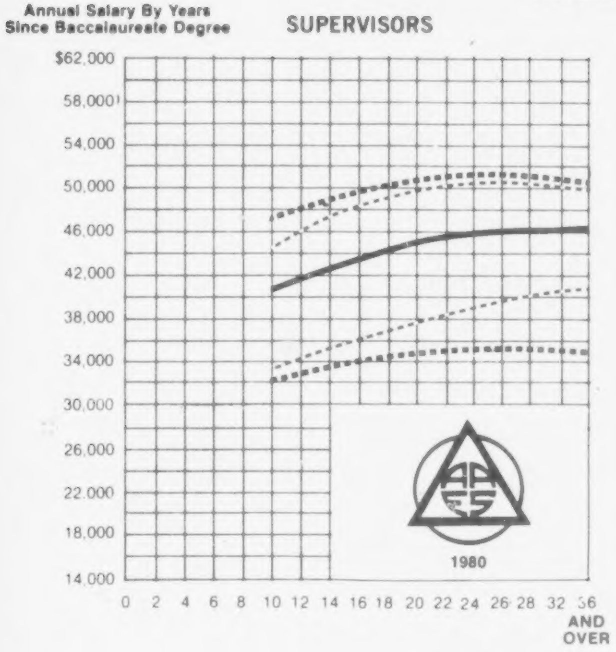


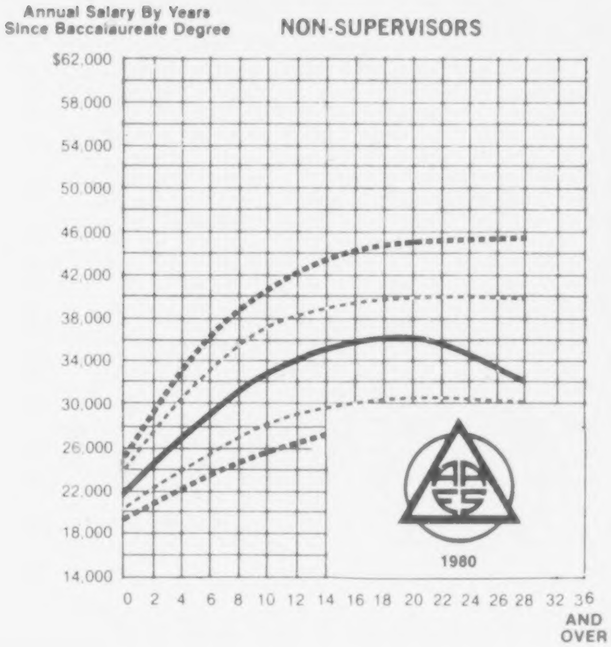
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24600	27200	29850	32350	34800	37050	39100	41000	42700
UPPER QUARTILE	23050	25250	27450	29600	31700	33750	35650	37450	39100
MEDIAN	22300	23850	25450	27000	28500	29950	31300	32650	33850
LOWER QUARTILE	20550	21700	22850	24000	25100	26200	27250	28200	29150
LOWER DECILE	19550	20600	21600	22550	23500	24350	25100	25850	26500
MEAN	22100	23800	25500	27150	28800	30300	31750	33100	34350
TOTAL NUMBER	18	14	24	13	26	18	23	12	12
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	45500	48350	49950	50850	51250	51400	51500	51500	51500
UPPER QUARTILE	42000	45300	47500	48850	49700	50100	50300	50450	50450
MEDIAN	36050	38650	40550	41850	42700	43200	43550	43750	43850
LOWER QUARTILE	30800	32800	34300	35300	35950	36400	36650	36800	36900
LOWER DECILE	27600	28850	29750	30300	30650	30850	31000	31100	31100
MEAN	36550	39000	40700	41800	42450	42900	43100	43250	43300
TOTAL NUMBER	28	20	31	22	20	19	25	19	18
OVER $51000	1	3	6	5	6	4	8	9	6
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	42150	43200	44200	0	0
UPPER QUARTILE	0	0	0	0	30050	32750	35400	0	0
MEDIAN	0	0	0	0	29250	31450	33450	0	0
LOWER QUARTILE	0	0	0	0	30150	30650	31200	0	0
LOWER DECILE	0	0	0	0	25850	27950	29700	0	0
MEAN	0	0	0	0	30850	32800	34600	0	0
TOTAL NUMBER	0	0	2	3	8	6	5	2	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	47550	49300	50500	51150	51450	51450	51300	51050	50700
UPPER QUARTILE	44500	48850	51050	51800	51750	51400	51100	50750	50600
MEDIAN	39800	42650	44300	45200	45700	45950	46050	46150	46150
LOWER QUARTILE	33300	34800	36200	37500	38600	39500	40150	40550	40100
LOWER DECILE	33400	34250	34450	34500	34550	34550	34500	34500	34500
MEAN	40150	42550	43950	44750	45150	45350	45450	45500	45550
TOTAL NUMBER	15	11	19	13	15	13	19	15	16
OVER $51000	1	3	6	4	6	4	8	8	6
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24450	27250	29900	32300	34400	36250	37750	39050	40100
UPPER QUARTILE	22700	25300	27800	30000	32000	33650	35000	36150	37000
MEDIAN	22200	23300	24400	25550	26650	27800	28900	29950	31000
LOWER QUARTILE	20600	21650	22700	23700	24650	25500	26350	27100	27750
LOWER DECILE	19400	20550	21600	22550	23400	24100	24650	25150	25500
MEAN	21950	23650	25300	26800	28200	29450	30500	31450	32200
TOTAL NUMBER	18	14	22	10	18	12	18	10	8
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41650	43050	43700	44050	44150	44250	44250	0	0
UPPER QUARTILE	38150	39000	39300	39400	39450	39450	39450	0	0
MEDIAN	32900	35100	36300	36550	35900	34600	32900	0	0
LOWER QUARTILE	28850	29950	30450	30500	30350	30050	29750	0	0
LOWER DECILE	26000	26250	26200	26000	25850	25700	25600	0	0
MEAN	33400	34450	34950	35200	35300	35300	35350	0	0
TOTAL NUMBER	13	9	12	9	5	6	6	4	2
OVER $51000	0	0	0	1	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 196

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	▬▬▬
Lower Quartile	- - - - -
Lower Decile	•••••••

MINING BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24600	27100	29600	32050	34450	36750	38900	40850	42600
UPPER QUARTILE	22950	25150	27350	29550	31650	33650	35550	37300	38900
MEDIAN	21750	23600	25400	27150	28800	30350	31800	33100	34250
LOWER QUARTILE	20550	21600	22700	23750	24750	25750	26700	27600	28450
LOWER DECILE	19550	20550	21500	22450	23300	24100	24800	25500	26100
MEAN	21900	23650	25400	27050	28650	30200	31600	32900	34100
TOTAL NUMBER	18	13	21	11	25	13	18	9	10
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

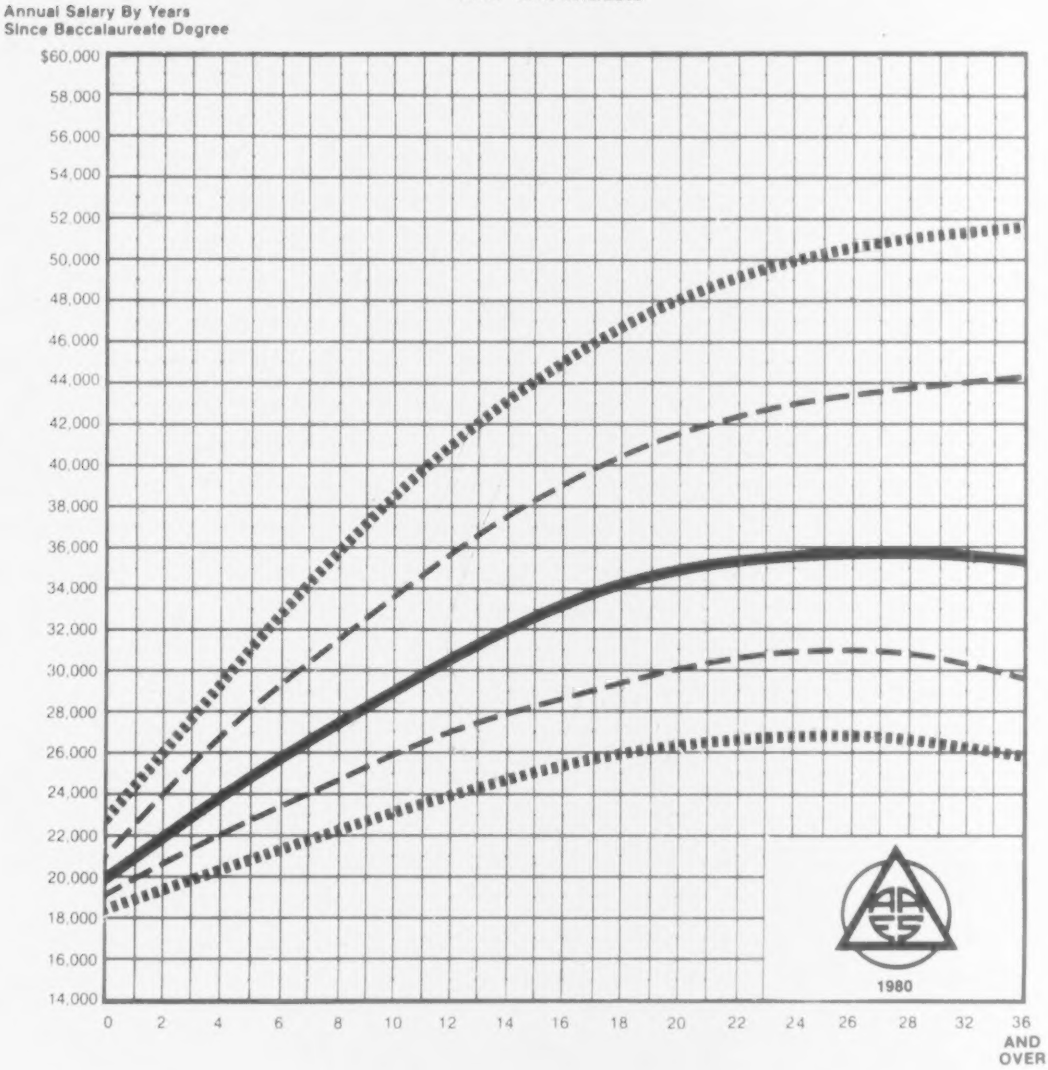
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	45500	48350	49950	50750	51100	51250	51300	51350	51350
UPPER QUARTILE	41600	44650	46550	47750	48500	48900	49100	49200	49200
MEDIAN	36250	38350	39700	40500	41000	41250	41400	41500	41500
LOWER QUARTILE	30000	31900	33300	34300	35000	35450	35700	35950	36050
LOWER DECILE	27100	28250	29000	29500	29850	30000	30150	30200	30200
MEAN	36150	38400	39900	40850	41400	41750	41900	42000	42050
TOTAL NUMBER	20	13	24	18	16	18	22	14	17
OVER $51000	1	0	3	4	4	4	7	5	5
UNDER $14000	0	0	0	0	0	0	0	0	0

MINING MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	42750	43650	0	0
UPPER QUARTILE	0	0	0	0	0	30450	32600	0	0
MEDIAN	0	0	0	0	0	28050	29600	0	0
LOWER QUARTILE	0	0	0	0	0	26700	28050	0	0
LOWER DECILE	0	0	0	0	0	26800	27500	0	0
MEAN	0	0	0	0	0	30900	32300	0	0
TOTAL NUMBER	0	1	3	2	1	5	5	3	2
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	46850	49050	50800	0	0	0	0	51250	0
UPPER QUARTILE	41700	47950	52700	0	0	0	0	50950	0
MEDIAN	36750	42900	49200	0	0	0	0	51450	0
LOWER QUARTILE	34100	39200	44500	0	0	0	0	51300	0
LOWER DECILE	30300	32600	34950	0	0	0	0	48550	0
MEAN	38300	43100	47800	0	0	0	0	52100	0
TOTAL NUMBER	8	7	7	4	4	1	3	5	1
OVER $51000	0	3	3	1	2	0	1	4	1
UNDER $14000	0	0	0	0	0	0	0	0	0

RESEARCH & DEVELOPMENT
ALL ENGINEERS



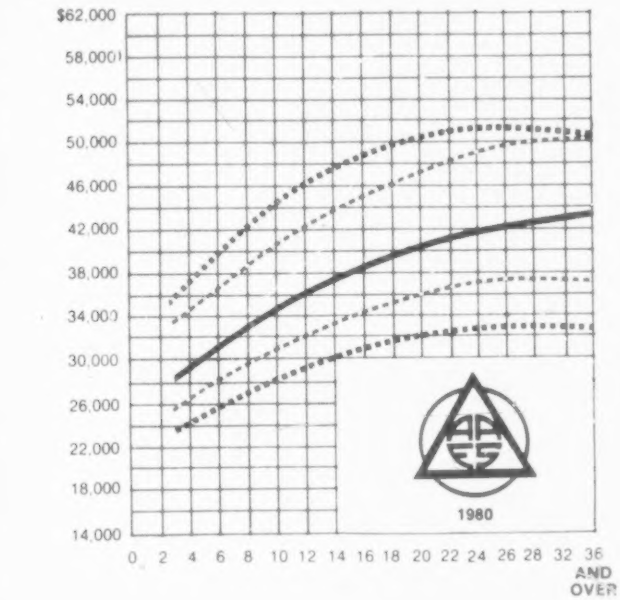
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22450	24050	25750	27400	29100	30800	32450	34100	35650
UPPER QUARTILE	21200	22600	23950	25350	26700	28050	29350	30650	31900
MEDIAN	20100	21050	22050	23100	24100	25100	26050	27050	27950
LOWER QUARTILE	19050	19800	20500	21250	21950	22650	23400	24050	24750
LOWER DECILE	18150	18700	19250	19800	20350	20850	21400	21900	22400
MEAN	20250	21300	22350	23450	24500	25550	26600	27600	28600
TOTAL NUMBER	317	339	310	256	239	268	249	231	193
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38650	42550	45650	47950	49550	50550	51150	51500	51650
UPPER QUARTILE	34200	37200	39550	41300	42500	43300	43750	44050	44150
MEDIAN	29700	31900	33600	34750	35450	35700	35750	35600	35250
LOWER QUARTILE	26000	27650	28950	29850	30400	30650	30600	30300	29600
LOWER DECILE	23300	24500	25450	26100	26500	26600	26550	26200	25400
MEAN	30450	32750	34550	35800	36550	36950	37100	37100	36950
TOTAL NUMBER	702	585	441	372	320	245	352	341	318
OVER $51000	1	6	18	21	34	25	41	34	46
UNDER $14000	0	1	0	0	0	0	0	0	0

LEGEND

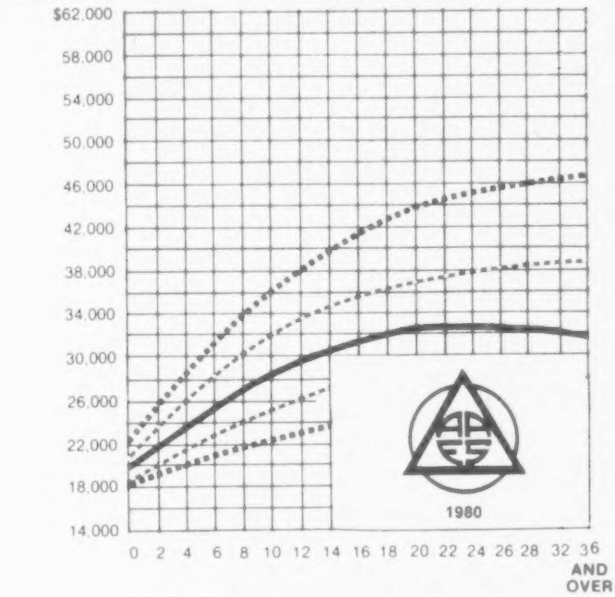
Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

ALL RESEARCH & DEVELOPMENT



Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	35350	36850	38300	39700	41050	42350
UPPER QUARTILE	0	0	0	33350	34350	35350	36350	37350	38350
MEDIAN	0	0	0	28550	29550	30550	31550	32450	33350
LOWER QUARTILE	0	0	0	25150	26250	27300	28300	29300	30200
LOWER DECILE	0	0	0	23550	24400	25250	26050	26800	27500
MEAN	0	0	0	29250	30300	31350	32400	33350	34300
TOTAL NUMBER	2	2	4	6	7	21	12	19	33
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44700	47550	49600	50850	51450	51600	51450	51100	50600
UPPER QUARTILE	40250	42900	45200	47100	48600	49600	50250	50600	50450
MEDIAN	35050	37300	39100	40450	41500	42200	42700	43100	43350
LOWER QUARTILE	31800	33750	35150	36100	36700	37100	37300	37450	37550
LOWER DECILE	28850	30450	31600	32400	32800	32950	33000	32850	32700
MEAN	36050	38250	40000	41250	42100	42700	43050	43300	43400
TOTAL NUMBER	122	139	130	118	103	75	133	133	99
OVER $51000	1	5	14	16	24	18	28	28	34
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22500	24050	25550	27100	28600	30050	31500	32850	34150
UPPER QUARTILE	21200	22550	23900	25250	26500	27700	28800	29900	30850
MEDIAN	20100	21050	22000	22950	23900	24800	25700	26500	27300
LOWER QUARTILE	19100	19800	20500	21200	21850	22500	23150	23750	24350
LOWER DECILE	18150	18700	19250	19750	20300	20750	21250	21700	22150
MEAN	20250	21250	22250	23250	24200	25150	26100	26950	27800
TOTAL NUMBER	315	337	306	250	232	247	236	211	160
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36550	39550	41900	43550	44700	45400	45850	46100	46200
UPPER QUARTILE	32600	34650	36100	37050	37650	38050	38250	38350	38400
MEDIAN	28700	30400	31550	32200	32450	32500	32400	32200	31900
LOWER QUARTILE	25400	26700	27600	28150	28450	28450	28350	28050	27550
LOWER DECILE	22950	23900	24550	24950	25100	25100	24900	24550	23950
MEAN	29300	31100	32400	33200	33600	33800	33800	33700	33550
TOTAL NUMBER	579	446	310	254	216	159	219	207	218
OVER $51000	0	1	4	5	10	7	13	6	12
UNDER $14000	0	1	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	-----
Median	━━━
Lower Quartile	-----
Lower Decile	•••••••

ALL R+D BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22400	23900	25500	27050	28650	30200	31800	33300	34800
UPPER QUARTILE	21200	22450	23700	24950	26200	27400	28600	29750	30850
MEDIAN	19900	20850	21800	22750	23650	24550	25400	26250	27050
LOWER QUARTILE	19100	19700	20350	20950	21600	22200	22800	23400	24000
LOWER DECILE	18150	18600	19100	19550	20000	20450	20850	21300	21700
MEAN	20150	21100	22100	23050	24050	25000	25900	26850	27700
TOTAL NUMBER	317	306	258	180	181	203	170	145	123
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37700	41500	44600	47000	48700	49850	50500	50950	51100
UPPER QUARTILE	32900	35600	37700	39300	40500	41300	41850	42250	42450
MEDIAN	28500	30300	31800	32900	33650	34200	34500	34750	34850
LOWER QUARTILE	25100	26550	27800	28750	29350	29750	29850	29750	29250
LOWER DECILE	22500	23550	24450	25150	25600	25850	25900	25750	25200
MEAN	29300	31400	33050	34300	35150	35700	36050	36300	36450
TOTAL NUMBER	435	313	225	209	214	166	259	278	259
OVER $51000	0	3	6	14	23	12	25	24	29
UNDER $14000	0	1	0	0	0	0	0	0	0

ALL R+D BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	30950	33150	0	37400	39450
UPPER QUARTILE	0	0	0	0	30250	31650	0	34450	35800
MEDIAN	0	0	0	0	27900	29050	0	31150	32200
LOWER QUARTILE	0	0	0	0	25500	26500	0	28400	29300
LOWER DECILE	0	0	0	0	23350	24350	0	26150	26950
MEAN	0	0	0	0	27550	28950	0	31500	32700
TOTAL NUMBER	2	2	3	4	7	17	4	11	14
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	43050	47150	49650	50900	51350	51350	51200	50950	50800
UPPER QUARTILE	38350	41750	44500	46550	47950	48850	49400	49750	49900
MEDIAN	34100	36550	38500	40000	41050	41750	42200	42600	42800
LOWER QUARTILE	30900	32900	34400	35450	36200	36700	37000	37250	37400
LOWER DECILE	28400	30000	31100	31800	32200	32450	32550	32650	32700
MEAN	34900	37550	39550	40900	41750	42250	42600	42800	42900
TOTAL NUMBER	64	70	62	60	73	48	98	110	80
OVER $51000	0	2	5	10	16	9	19	20	24
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL R+D BS NON SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22350	23900	25400	26900	28350	29750	31100	32350	33500
UPPER QUARTILE	21050	22450	23750	25000	26150	27250	28300	29200	30050
MEDIAN	19850	20850	21750	22700	23550	24350	25100	25850	26500
LOWER QUARTILE	19050	19700	20300	20900	21500	22100	22650	23200	23700
LOWER DECILE	18150	18600	19050	19500	19950	20350	20750	21100	21450
MEAN	20050	21050	22050	23000	23900	24800	25600	26350	27050
TOTAL NUMBER	315	304	255	176	174	185	165	134	109
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35600	38050	39850	41050	41850	42350	42650	42850	42900
UPPER QUARTILE	31500	33100	34200	34900	35300	35550	35700	35800	35800
MEDIAN	27650	29000	30000	30650	31050	31350	31450	31550	31550
LOWER QUARTILE	24650	25800	26650	27200	27500	27600	27600	27400	27100
LOWER DECILE	22100	22900	23450	23850	24050	24100	24100	24000	23750
MEAN	28250	29700	30800	31500	32000	32300	32500	32600	32650
TOTAL NUMBER	371	242	163	149	140	117	161	168	178
OVER $51000	0	1	1	4	7	3	6	4	5
UNDER $14000	0	1	0	0	0	0	0	0	0

ALL R+D MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24950	26700	28500	30250	31950	33650	35300	36850
UPPER QUARTILE	0	23700	24950	26250	27550	28850	30100	31350	32600
MEDIAN	0	22650	23500	24400	25300	26200	27100	28000	28900
LOWER QUARTILE	0	21300	22000	22650	23300	24000	24650	25350	26000
LOWER DECILE	0	20350	20800	21300	21750	22250	22700	23150	23600
MEAN	0	22900	23900	24900	25900	26850	27850	28800	29750
TOTAL NUMBER	0	33	49	70	57	59	70	74	59
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39700	43250	46000	47900	49200	50100	50600	51000	51150
UPPER QUARTILE	35000	38200	40850	43000	44600	45750	46500	47150	47600
MEDIAN	30650	33050	35150	36750	37900	38550	38800	38650	37850
LOWER QUARTILE	27250	29000	30500	31600	32350	32650	32600	32050	30400
LOWER DECILE	24500	25700	26800	27650	28350	28750	28950	28850	28000
MEAN	31500	33900	35850	37300	38300	38900	39200	39350	39200
TOTAL NUMBER	223	197	149	111	74	64	84	56	49
OVER $51000	0	1	6	5	5	11	11	9	13
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL R+D MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	41400	42350	43250
UPPER QUARTILE	0	0	0	0	0	0	39300	39850	40400
MEDIAN	0	0	0	0	0	0	34950	35400	35800
LOWER QUARTILE	0	0	0	0	0	0	31050	31500	31950
LOWER DECILE	0	0	0	0	0	0	27500	28050	28600
MEAN	0	0	0	0	0	0	35100	35600	36150
TOTAL NUMBER	0	0	0	2	0	4	7	8	17
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44950	47200	49000	50400	51250	51700	51750	51400	50300
UPPER QUARTILE	41450	43000	44400	45650	46800	47800	48700	49600	50600
MEDIAN	36650	37900	39150	40350	41500	42600	43650	44850	46550
LOWER QUARTILE	32800	34000	35150	36100	36950	37700	38300	38900	39500
LOWER DECILE	29650	31050	32300	33250	33900	34200	34100	33350	30800
MEAN	37150	38550	39850	41000	42050	42900	43600	44300	44950
TOTAL NUMBER	46	50	46	37	22	24	28	20	15
OVER $51000	0	1	4	4	3	9	4	8	7
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL R+D MS NON SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	25600	26750	27950	29150	30400	31600	32850	34100
UPPER QUARTILE	0	23950	24950	26000	27050	28100	29200	30250	31350
MEDIAN	0	22950	23650	24350	25100	25800	26550	27250	27950
LOWER QUARTILE	0	21500	22050	22600	23200	23750	24300	24850	25350
LOWER DECILE	0	20400	20800	21200	21600	22050	22450	22800	23200
MEAN	0	23000	23800	24600	25400	26200	27000	27750	28550
TOTAL NUMBER	0	33	49	68	57	55	63	66	42
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36500	40000	43050	45550	47400	48700	49400	49750	49600
UPPER QUARTILE	33450	36450	39100	41150	42550	43300	43450	42950	41200
MEDIAN	29350	31300	33000	34350	35300	35850	36000	35650	34200
LOWER QUARTILE	26400	27800	29000	29950	30600	31000	31050	30850	29800
LOWER DECILE	23950	24950	25850	26550	27000	27250	27300	27000	25750
MEAN	30050	32150	33950	35350	36350	36950	37150	36950	36050
TOTAL NUMBER	177	147	103	74	52	40	56	35	34
OVER $51000	0	0	2	1	2	2	7	1	6
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL R+D PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	30700	0	33400	34800	36200	37550
UPPER QUARTILE	0	0	0	29850	0	31600	32500	33450	34350
MEDIAN	0	0	0	27850	0	29200	29900	30600	31300
LOWER QUARTILE	0	0	0	25200	0	26450	27050	27650	28250
LOWER DECILE	0	0	0	24150	0	24950	25350	25750	26150
MEAN	0	0	0	27650	0	29250	30000	30800	31600
TOTAL NUMBER	0	0	2	6	1	6	9	11	11
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40300	44150	47400	49900	51550	52350	52400	51650	49650
UPPER QUARTILE	36250	39150	42000	44700	47050	48950	50250	50850	48650
MEDIAN	32750	34950	37100	39200	41150	42800	44200	45350	45400
LOWER QUARTILE	29450	31150	32700	34100	35300	36300	37100	37900	38650
LOWER DECILE	26900	28050	29150	30200	31200	32150	33000	34000	35250
MEAN	33200	35500	37700	39600	41250	42550	43500	44150	44000
TOTAL NUMBER	43	75	66	51	32	15	9	6	10
OVER $51000	1	2	6	2	6	2	5	1	4
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL R+D PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	1	0	0	0	1	0	2
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

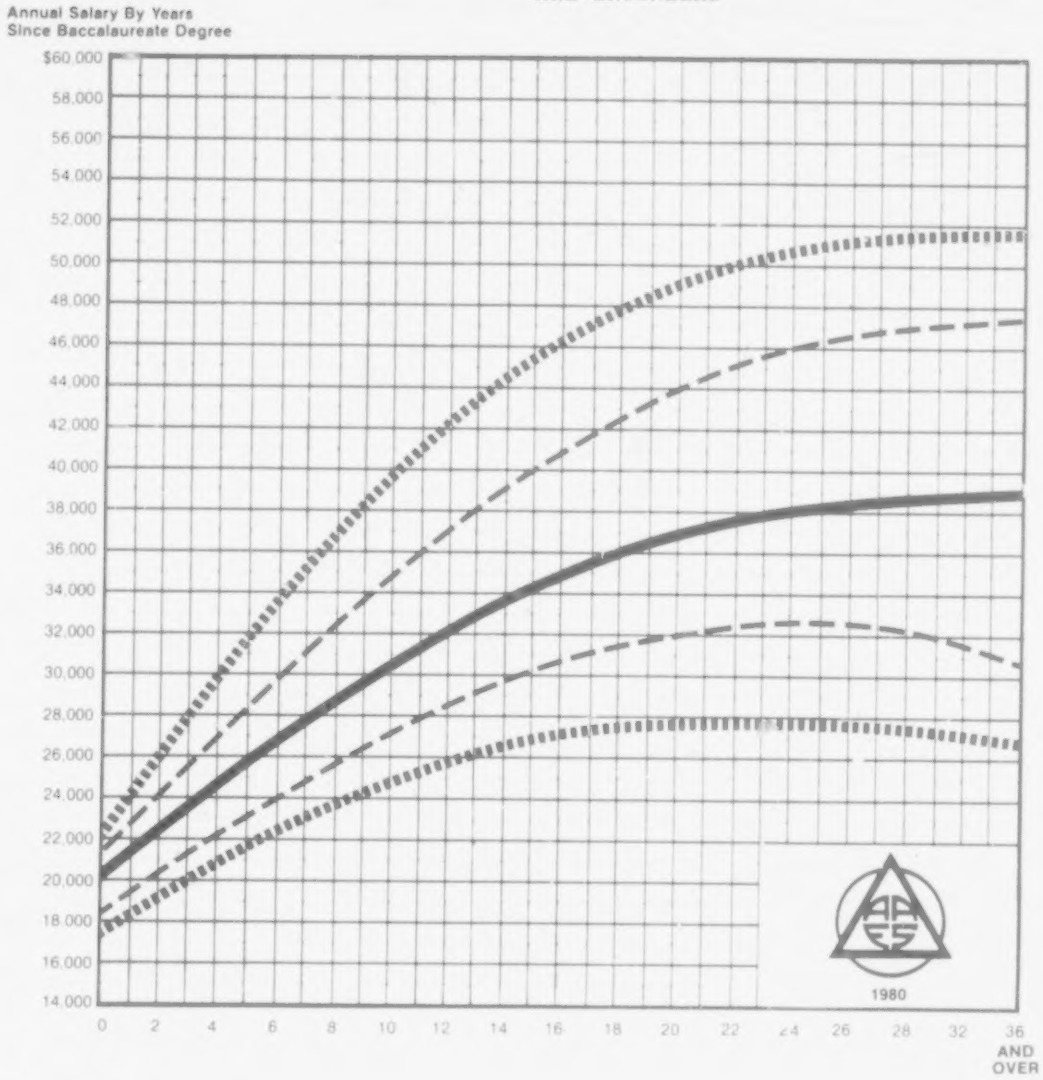
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	50200	51050	51000	50900	50900	0	50900	0	0
UPPER QUARTILE	41700	45050	47200	48450	49200	0	49800	0	0
MEDIAN	36750	38400	40300	42500	45050	0	51600	0	0
LOWER QUARTILE	32400	34150	36250	38850	42100	0	51150	0	0
LOWER DECILE	25700	29600	33400	36550	38300	0	36450	0	0
MEAN	38050	39700	41500	43450	45550	0	50100	0	0
TOTAL NUMBER	12	19	22	21	8	3	7	2	4
OVER $51000	1	2	5	2	5	0	5	0	3
UNDER $14000	0	0	0	0	0	0	0	0	0

ALL R+D PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	30700	0	32550	33500	34450	35450
UPPER QUARTILE	0	0	0	29500	0	31050	31850	32700	33500
MEDIAN	0	0	0	27950	0	29100	29650	30200	30800
LOWER QUARTILE	0	0	0	25800	0	26700	27150	27600	28050
LOWER DECILE	0	0	0	23150	0	24450	25000	25550	26000
MEAN	0	0	0	27600	0	28850	29450	30100	30700
TOTAL NUMBER	0	0	1	6	1	6	8	11	9
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37450	40550	43650	46600	49300	51550	0	0	52300
UPPER QUARTILE	35200	37800	40350	42850	45100	47050	0	0	49200
MEDIAN	31950	33650	35400	37050	38650	40100	0	0	43750
LOWER QUARTILE	28950	30150	31350	32400	33350	34200	0	0	36600
LOWER DECILE	26750	27500	27850	27900	27800	27550	0	0	26750
MEAN	32000	33900	35700	37450	39000	40350	0	0	41900
TOTAL NUMBER	31	56	44	30	24	12	2	4	6
OVER $51000	0	0	1	0	1	2	0	1	1
UNDER $14000	0	0	0	0	0	0	0	0	0

INDUSTRIAL RESEARCH & DEVELOPMENT
ALL ENGINEERS

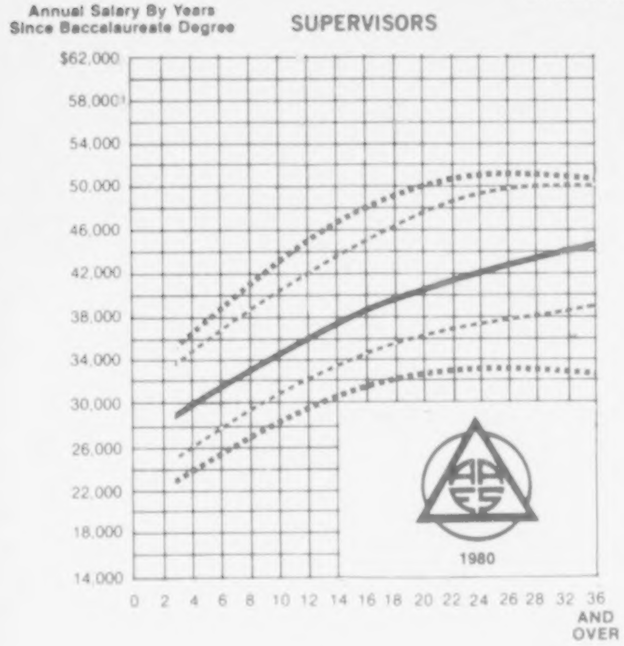


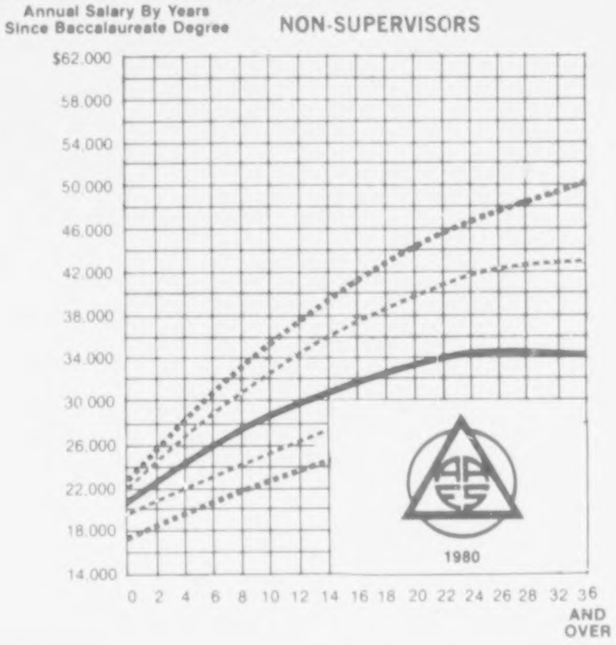
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22350	24250	26150	28050	29950	31800	33650	35400	37050
UPPER QUARTILE	21400	22850	24300	25750	27200	28650	30100	31500	32850
MEDIAN	20000	21150	22250	23400	24550	25700	26800	27900	28950
LOWER QUARTILE	18800	19650	20450	21300	22150	23000	23850	24700	25500
LOWER DECILE	17950	18600	19300	19950	20650	21300	21950	22550	23150
MEAN	20200	21350	22550	23750	24950	26150	27350	28500	29600
TOTAL NUMBER	230	233	216	156	156	183	133	142	113
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40150	44000	46850	48850	50150	50900	51300	51550	51600
UPPER QUARTILE	35400	38800	41550	43650	45200	46250	46950	47400	47600
MEDIAN	30900	33450	35400	36850	37750	38300	38650	38800	38900
LOWER QUARTILE	27050	29050	30650	31700	32300	32400	32200	31650	30550
LOWER DECILE	24300	25700	26750	27450	27800	27800	27650	27200	26400
MEAN	31650	34250	36250	37650	38500	38950	39200	39250	39250
TOTAL NUMBER	424	339	271	232	210	174	248	201	201
OVER $51000	1	6	13	21	31	24	40	32	44
UNDER $14000	0	1	0	0	0	0	0	0	0

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	━━━━━━
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	35850	37250	38600	39950	41250	42450
UPPER QUARTILE	0	0	0	33800	34700	35550	36450	37350	38250
MEDIAN	0	0	0	29400	30250	31100	31900	32700	33450
LOWER QUARTILE	0	0	0	25700	26650	27550	28400	29250	30100
LOWER DECILE	0	0	0	23150	24100	25000	25850	26700	27550
MEAN	0	0	0	29750	30700	31650	32600	33500	34350
TOTAL NUMBER	1	2	2	5	6	18	11	18	27
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44700	47400	49350	50600	51250	51450	51400	51100	50700
UPPER QUARTILE	40050	42650	45150	47400	49250	50700	51650	52000	50600
MEDIAN	34950	37000	38800	40350	41600	42550	43300	44000	44550
LOWER QUARTILE	31600	33550	35050	36200	37000	37500	37850	38100	38200
LOWER DECILE	29000	30750	32000	32700	33000	33000	32850	32450	32000
MEAN	36000	38200	39950	41350	42350	43050	43500	43850	44050
TOTAL NUMBER	104	108	101	91	84	66	104	97	81
OVER $51000	1	5	9	16	21	17	27	26	33
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22600	24200	25800	27400	29050	30650	32200	33750	35200
UPPER QUARTILE	21350	22800	24200	25600	26950	28300	29600	30800	32000
MEDIAN	20150	21150	22150	23150	24150	25150	26050	27000	27850
LOWER QUARTILE	18850	19650	20450	21200	22000	22750	23500	24200	24900
LOWER DECILE	17950	18600	19250	19900	20500	21150	21700	22300	22800
MEAN	20250	21350	22400	23500	24550	25600	26600	27600	28550
TOTAL NUMBER	229	231	214	151	150	164	122	123	86
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37950	41550	44350	46500	47950	48950	49550	49900	50050
UPPER QUARTILE	34200	36900	38950	40450	41450	42050	42400	42600	42650
MEDIAN	29450	31400	32800	33750	34250	34450	34450	34350	34150
LOWER QUARTILE	26150	27750	28850	29600	29900	29950	29800	29400	28850
LOWER DECILE	23800	24950	25700	26100	26200	26000	25650	25100	24150
MEAN	30300	32500	34100	35150	35700	35950	35950	35850	35600
TOTAL NUMBER	319	230	169	141	125	107	144	103	119
OVER $51000	0	1	4	5	10	7	13	6	11
UNDER $14000	0	1	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

INDUSTRIAL R+D BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22450	24050	25700	27400	29150	30900	31650	34350	36050
UPPER QUARTILE	21250	22600	23950	25300	26700	28050	29400	30700	31950
MEDIAN	19900	20900	21950	22950	23950	24950	25900	26850	27750
LOWER QUARTILE	18850	19550	20300	21000	21750	22450	23150	23850	24550
LOWER DECILE	17900	18550	19150	19750	20350	20950	21500	22050	22600
MEAN	20050	21150	22200	23300	24400	25500	26550	27550	28550
TOTAL NUMBER	230	215	177	104	109	130	76	78	68
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39300	43500	46700	48900	50250	51000	51300	51400	51350
UPPER QUARTILE	34400	37600	40250	42300	43850	44950	45650	46200	46450
MEDIAN	29450	31700	33550	35000	36050	36850	37400	37800	38050
LOWER QUARTILE	25850	27600	29050	30100	30850	31200	31300	31200	30650
LOWER DECILE	23550	24800	25700	26350	26700	26850	26800	26600	26150
MEAN	30450	32900	34850	36250	37250	37850	38250	38500	38650
TOTAL NUMBER	241	157	119	112	133	113	177	157	153
OVER $51000	0	3	5	14	21	11	24	23	27
UNDER $14000	0	1	0	0	0	0	0	0	0

INDUSTRIAL R+D MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	25900	27700	29450	31200	32900	34550	36150	37650
UPPER QUARTILE	0	24450	25700	26950	28200	29450	30700	31950	33200
MEDIAN	0	22700	23650	24650	25650	26650	27650	28650	29650
LOWER QUARTILE	0	21400	22100	22850	23550	24300	25050	25800	26550
LOWER DECILE	0	20150	20750	21350	22000	22600	23200	23750	24300
MEAN	0	23400	24400	25400	26400	27450	28450	29450	30400
TOTAL NUMBER	0	18	37	46	47	46	48	54	36
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

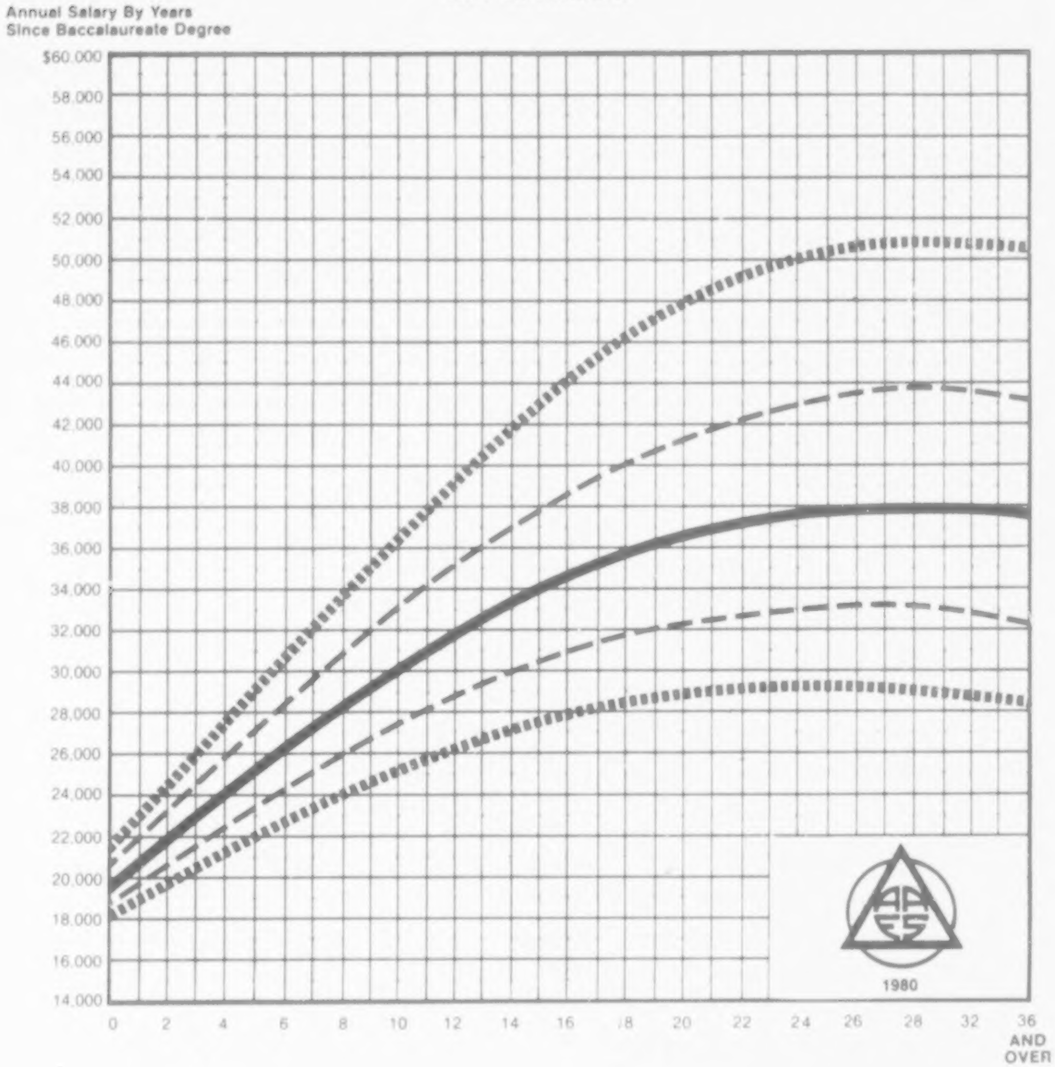
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40450	43850	46450	48350	49600	50400	50900	51250	51400
UPPER QUARTILE	35600	38850	41700	43950	45750	47050	47950	48700	49250
MEDIAN	31550	34150	36400	38200	39450	40200	40600	40700	40350
LOWER QUARTILE	27950	30000	31700	33050	33850	34200	33950	33000	30300
LOWER DECILE	25400	26800	27900	28750	29250	29550	29550	29400	28800
MEAN	32300	34850	36950	38550	39700	40350	40700	40750	40550
TOTAL NUMBER	157	129	101	85	59	49	63	40	39
OVER $51000	0	1	3	5	5	11	11	8	13
UNDER $14000	0	0	0	0	0	0	0	0	0

INDUSTRIAL R+D PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	31100	0	34150	35700	37250	38750
UPPER QUARTILE	0	0	0	30000	0	31850	32850	33800	34850
MEDIAN	0	0	0	27600	0	29100	29900	30750	31550
LOWER QUARTILE	0	0	0	25350	0	26600	27250	27900	28600
LOWER DECILE	0	0	0	21900	0	23500	24300	25100	25900
MEAN	0	0	0	27750	0	29400	30250	31100	31950
TOTAL NUMBER	0	0	2	6	0	6	9	9	9
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41650	45500	48550	50650	51850	52200	52050	0	50050
UPPER QUARTILE	36900	40050	43250	46300	49050	51300	52900	0	51450
MEDIAN	33250	35900	38550	41200	43750	46000	47900	0	49950
LOWER QUARTILE	29950	32050	34100	36150	38050	39750	41150	0	42800
LOWER DECILE	27450	29650	31500	32850	33600	33750	33250	0	28600
MEAN	33750	36450	39100	41650	43900	45750	47050	0	45850
TOTAL NUMBER	26	53	50	35	18	12	8	4	9
OVER $51000	1	2	5	2	5	2	5	1	4
UNDER $14000	0	0	0	0	0	0	0	0	0

RESEARCH LABORATORIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21400	22750	24200	25650	27200	28750	30300	31900	33500
UPPER QUARTILE	20150	21400	22700	24000	25300	26650	28000	29350	30700
MEDIAN	19500	20550	21600	22700	23800	24900	26000	27050	28100
LOWER QUARTILE	18700	19600	20500	21450	22350	23250	24150	25000	25800
LOWER DECILE	18100	18850	19600	20300	21050	21750	22450	23150	23800
MEAN	19600	20700	21750	22850	24000	25100	26250	27350	28400
TOTAL NUMBER	493	657	684	534	501	543	526	591	467
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	3	1	0	0	3	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36700	41100	44850	47600	49450	50450	50800	50700	50150
UPPER QUARTILE	33250	36650	39350	41350	42600	43300	43600	43700	43600
MEDIAN	30050	32700	34750	36200	37150	37650	37850	37850	37700
LOWER QUARTILE	27350	29350	30850	31850	32450	32700	32700	32550	32250
LOWER DECILE	25000	26500	27650	28400	28800	28950	28850	28600	28150
MEAN	30500	33250	35400	37000	37950	38450	38600	38500	38200
TOTAL NUMBER	1821	1948	2054	2086	1768	1196	1634	1206	1017
OVER $51000	0	7	64	140	135	104	120	134	128
UNDER $14000	0	0	1	0	0	0	0	0	0

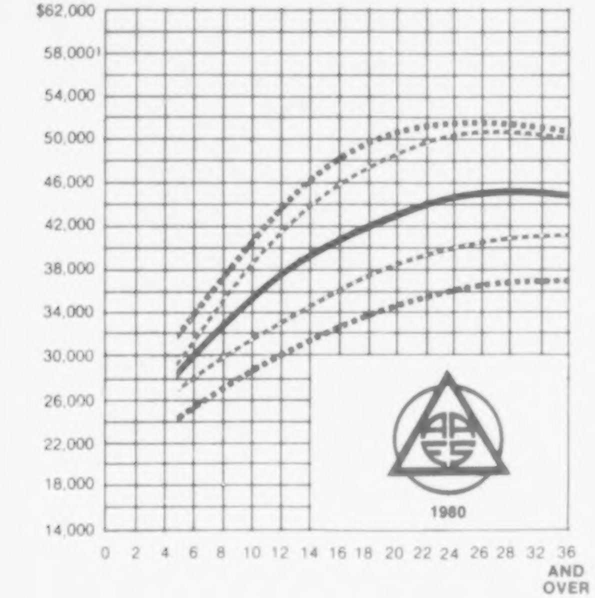
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	▬▬▬
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

RESEARCH LABORATORIES

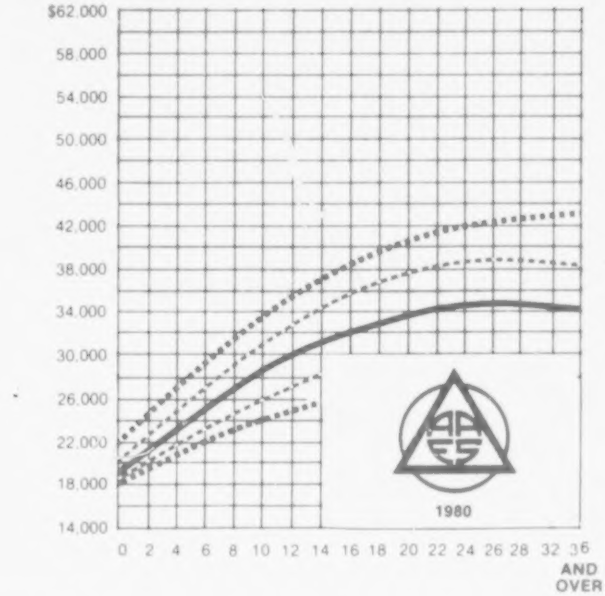
Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	26900	0	31250	33450	35650	37750
UPPER QUARTILE	0	0	0	26250	0	29750	31500	33300	35050
MEDIAN	0	0	0	25500	0	28600	30150	31650	33100
LOWER QUARTILE	0	0	0	25000	0	27450	28650	29800	30900
LOWER DECILE	0	0	0	22600	0	24650	25650	26600	27500
MEAN	0	0	0	25100	0	28300	29850	31400	32900
TOTAL NUMBER	0	3	0	6	4	20	41	43	24
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41700	46450	49600	51200	51750	51650	51300	50800	50400
UPPER QUARTILE	38450	42950	46450	48850	50200	50800	50900	50700	50300
MEDIAN	35850	39250	41800	43500	44550	45150	45450	45600	45650
LOWER QUARTILE	32850	35350	37250	38600	39500	40150	40550	40800	40950
LOWER DECILE	29200	31400	33150	34500	35450	36150	36600	36950	37150
MEAN	35650	39100	41650	43300	44350	44900	45150	45300	45350
TOTAL NUMBER	312	481	594	687	595	419	562	425	343
OVER $51000	0	6	63	136	129	98	112	114	116
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21300	22800	24250	25700	27100	28500	29800	31050	32250
UPPER QUARTILE	20150	21400	22700	23950	25200	26450	27650	28850	29950
MEDIAN	19500	20550	21650	22700	23750	24750	25800	26750	27650
LOWER QUARTILE	18750	19650	20550	21400	22300	23150	24000	24800	25550
LOWER DECILE	18100	18850	19600	20300	21000	21700	22350	23000	23550
MEAN	19650	20700	21750	22800	23850	24900	25900	26850	27750
TOTAL NUMBER	493	653	684	528	497	522	484	547	442
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	3	1	0	0	3	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34450	37100	39100	40500	41400	42000	42300	42500	42550
UPPER QUARTILE	31950	34400	36200	37350	38050	38450	38650	38700	38750
MEDIAN	29350	31450	32950	33900	34400	34600	34650	34550	34400
LOWER QUARTILE	26950	28600	29750	30450	30800	30850	30750	30500	30150
LOWER DECILE	24650	25950	26850	27400	27650	27700	27650	27450	27150
MEAN	29450	31550	33050	34050	34550	34800	34900	34800	34700
TOTAL NUMBER	1508	1467	1459	1398	1173	776	1072	780	674
OVER $51000	0	1	1	4	6	5	8	20	11
UNDER $14000	0	0	1	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

RESEARCH LABS BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21250	22450	23700	24950	26200	27450	28750	30000	31200
UPPER QUARTILE	20300	21300	22350	23400	24450	25500	26550	27550	28550
MEDIAN	19600	20450	21250	22100	22900	23700	24500	25300	26050
LOWER QUARTILE	18650	19350	20100	20800	21500	22200	22850	23500	24100
LOWER DECILE	18050	18500	18950	19400	19850	20300	20750	21200	21650
MEAN	19650	20500	21350	22250	23100	23950	24800	25600	26400
TOTAL NUMBER	493	547	411	214	123	165	165	147	121
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	3	0	0	0	3	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33600	36900	39800	42200	44100	45550	46600	47450	48050
UPPER QUARTILE	30450	33100	35350	37200	38700	39800	40600	41300	41700
MEDIAN	27500	29500	31200	32650	33800	34650	35350	35900	36300
LOWER QUARTILE	25300	26800	28050	29050	29850	30400	30750	31050	31250
LOWER DECILE	22550	23800	25000	26000	26850	27450	27800	27850	27000
MEAN	27950	30000	31850	33300	34500	35450	36100	36650	37050
TOTAL NUMBER	396	378	423	634	744	541	952	626	545
OVER $51000	0	0	1	9	11	35	39	35	41
UNDER $14000	0	0	1	0	0	0	0	0	0

RESEARCH LABS MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	22950	24200	25550	26950	28400	29900	31400	32950
UPPER QUARTILE	0	22000	23050	24200	25300	26450	27650	28850	30050
MEDIAN	0	21200	22100	23000	23900	24800	25750	26700	27600
LOWER QUARTILE	0	20500	21250	22000	22750	23500	24250	25000	25750
LOWER DECILE	0	20050	20650	21250	21800	22400	23000	23600	24150
MEAN	0	21400	22300	23250	24200	25200	26150	27150	28150
TOTAL NUMBER	0	109	269	314	349	309	265	317	199
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	0	1	0

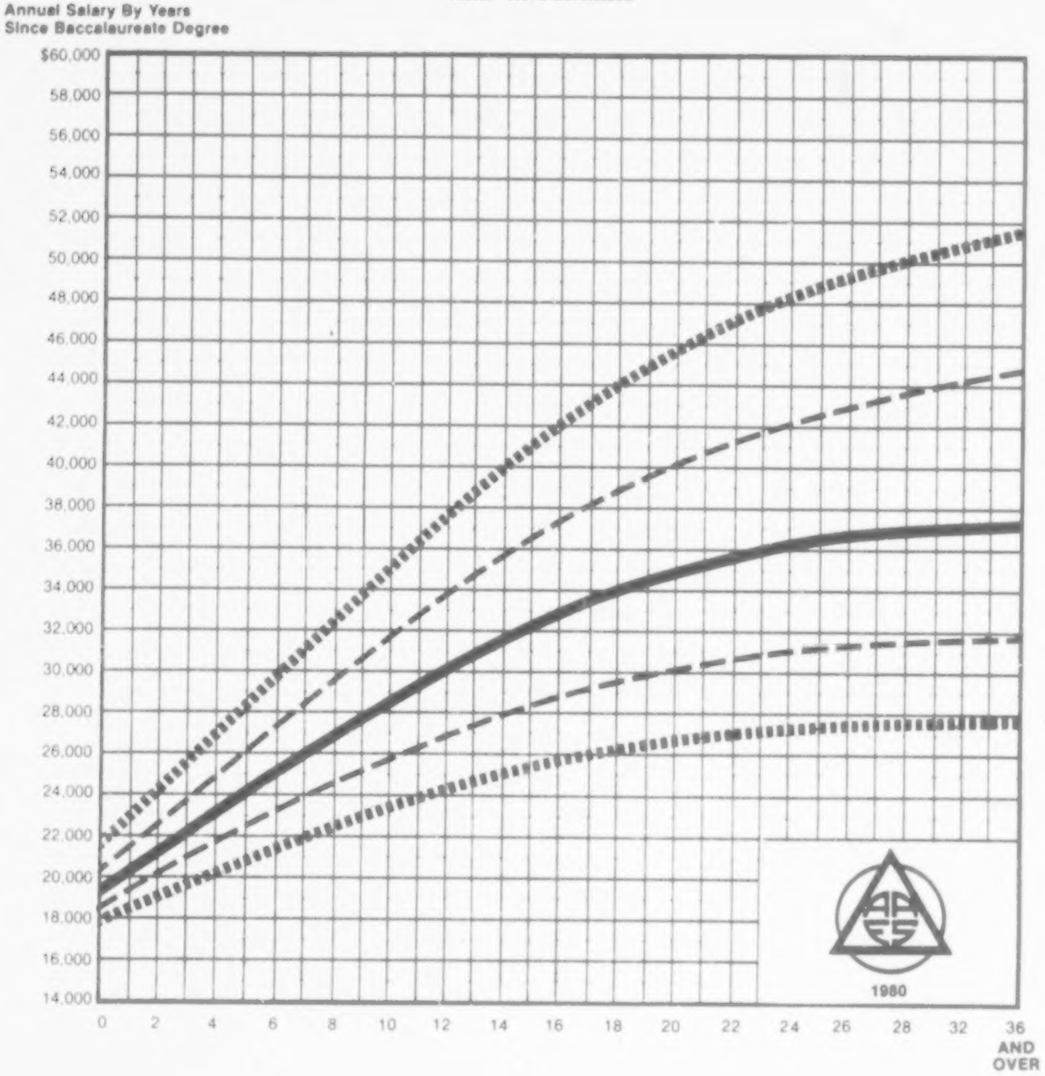
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36050	40650	44750	48100	50400	51650	51950	51400	49550
UPPER QUARTILE	32450	35900	39000	41600	43450	44650	45250	45300	44550
MEDIAN	29450	32050	34400	36300	37700	38650	39050	39100	38450
LOWER QUARTILE	27150	29200	30950	32400	33400	34000	34250	34150	33350
LOWER DECILE	25250	26800	28150	29200	29950	30400	30500	30250	29100
MEAN	30100	32850	35300	37300	38750	39600	40000	39900	39000
TOTAL NUMBER	801	795	830	829	642	413	522	417	325
OVER $51000	0	3	11	64	64	30	44	53	46
UNDER $14000	0	0	0	0	0	0	0	0	0

RESEARCH LABS PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	26450	28000	29600	31250	32900	34600
UPPER QUARTILE	0	0	0	26550	27650	28750	29900	31050	32250
MEDIAN	0	0	0	25600	26500	27400	28300	29250	30200
LOWER QUARTILE	0	0	0	24550	25300	26000	26750	27500	28250
LOWER DECILE	0	0	0	23700	24300	24850	25400	26000	26550
MEAN	0	0	0	25450	26400	27400	28400	29400	30400
TOTAL NUMBER	0	0	3	5	27	68	94	125	145
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38000	42900	47050	50200	52050	52800	52600	51550	49450
UPPER QUARTILE	34650	38300	41800	44950	47600	49550	50800	51350	50350
MEDIAN	32050	34750	37250	39400	41150	42400	43100	43400	42600
LOWER QUARTILE	29700	31900	33900	35650	37050	37950	38400	38150	35950
LOWER DECILE	27700	29350	30950	32350	33500	34400	34900	35000	33500
MEAN	32450	35400	38100	40450	42250	43400	44000	43950	42550
TOTAL NUMBER	623	774	799	622	381	241	159	161	146
OVER $51000	0	4	51	65	59	37	36	45	39
UNDER $14000	0	0	0	0	0	0	0	0	0

UTILITIES & SERVICES
ALL ENGINEERS

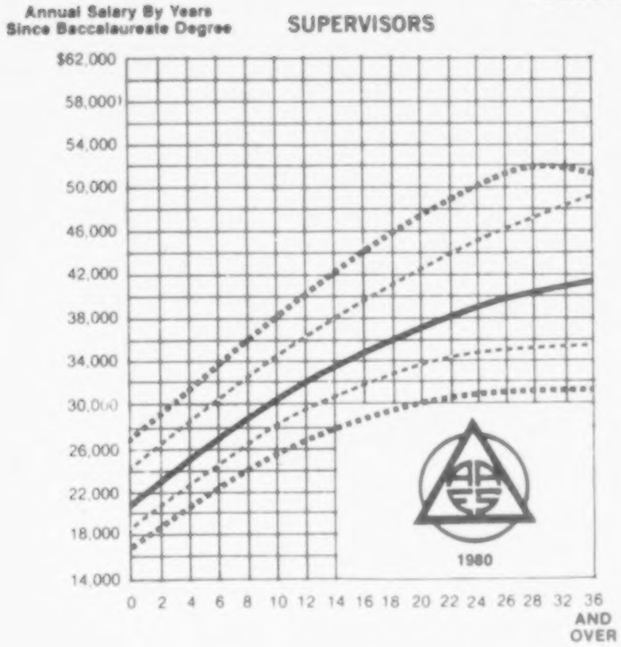


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21450	22800	24100	25500	26850	28250	29650	31000	32400
UPPER QUARTILE	20400	21500	22650	23800	24950	26100	27200	28350	29500
MEDIAN	19500	20450	21350	22250	23200	24100	25050	25950	26800
LOWER QUARTILE	18800	19550	20300	21050	21800	22550	23250	23950	24650
LOWER DECILE	18100	18750	19400	20050	20650	21200	21750	22300	22750
MEAN	19750	20700	21700	22650	23650	24600	25550	26500	27400
TOTAL NUMBER	813	816	776	737	723	876	949	966	950
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	3	2	0	1	1	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35050	38800	42100	44850	47050	48700	49850	50800	51300
UPPER QUARTILE	31650	34650	37250	39400	41100	42400	43350	44150	44700
MEDIAN	28500	30800	32750	34250	35400	36200	36700	37100	37350
LOWER QUARTILE	25900	27550	28900	29900	30650	31100	31400	31650	31750
LOWER DECILE	23650	24800	25700	26350	26800	27150	27350	27500	27550
MEAN	29100	31400	33350	34900	36150	37050	37700	38200	38500
TOTAL NUMBER	2343	1435	1238	1138	971	751	1319	1429	958
OVER $51000	5	8	23	52	58	53	124	200	154
UNDER $14000	0	1	0	1	0	0	0	1	0

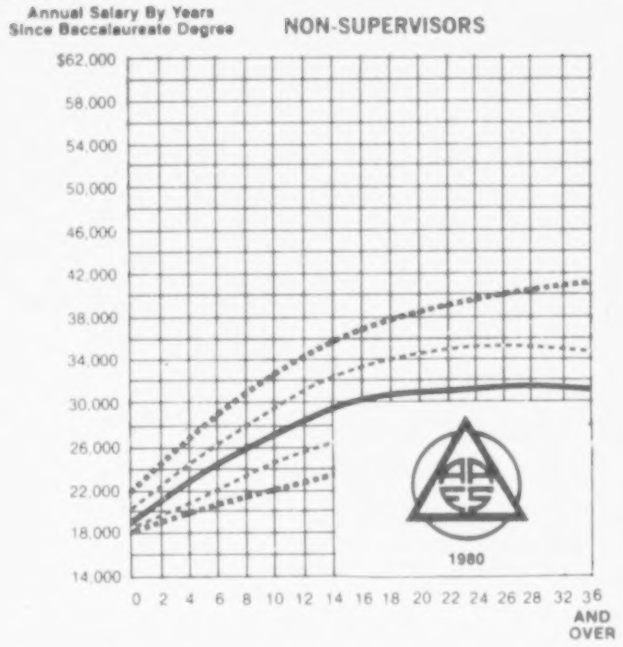
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪



Annual Salary By Years Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree

NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27000	28000	29050	30100	31150	32250	33400	34500	35650
UPPER QUARTILE	24100	25050	26050	27000	28000	29050	30050	31050	32050
MEDIAN	21550	22500	23450	24450	25400	26300	27250	28150	29050
LOWER QUARTILE	18850	19850	20850	21850	22850	23800	24750	25650	26500
LOWER DECILE	16900	18000	19050	20100	21100	22100	23000	23850	24650
MEAN	22200	23150	24100	25050	26000	26950	27900	28800	29750
TOTAL NUMBER	7	18	41	43	76	129	162	238	285
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37950	41350	44500	47300	49500	51100	51950	52000	50200
UPPER QUARTILE	34100	36950	39650	42000	44050	45750	47050	48350	49500
MEDIAN	30800	33200	35250	36950	38350	39450	40250	40950	41500
LOWER QUARTILE	28100	30150	31750	33000	33900	34550	34950	35250	35400
LOWER DECILE	26050	27750	28950	29750	30300	30650	30850	30950	31000
MEAN	31500	33950	36050	37800	39150	40150	40850	41400	41850
TOTAL NUMBER	888	599	635	673	569	449	813	977	608
OVER $51000	4	8	22	49	56	49	118	190	142
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21250	22550	23850	25150	26400	27650	28800	29900	31000
UPPER QUARTILE	20350	21450	22500	23600	24650	25650	26650	27650	28550
MEDIAN	19550	20400	21300	22150	23000	23850	24650	25400	26100
LOWER QUARTILE	18750	19550	20300	21050	21750	22400	23000	23550	24100
LOWER DECILE	18150	18800	19450	20000	20550	21050	21500	21900	22300
MEAN	19650	20650	21600	22500	23400	24250	25050	25800	26450
TOTAL NUMBER	806	798	735	694	647	747	787	728	665
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	3	2	0	0	1	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32900	35250	37050	38350	39250	39800	40150	40400	40500
UPPER QUARTILE	30200	32200	33700	34650	35250	35600	35750	35800	35800
MEDIAN	27450	29050	30200	30950	31400	31550	31600	31550	31400
LOWER QUARTILE	25000	26050	26800	27300	27650	27850	27950	28000	28000
LOWER DECILE	22950	23700	24200	24550	24750	24900	25000	25050	25100
MEAN	27700	29250	30350	31150	31700	32050	32250	32400	32500
TOTAL NUMBER	1455	836	603	465	402	302	506	452	350
OVER $51000	1	0	1	3	2	4	6	10	12
UNDER $14000	0	1	0	1	0	0	0	1	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━━━
Lower Quartile	- - - - -
Lower Decile	••••••

UTILITIES+SERV BS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21300	22600	23900	25250	26600	28000	29350	30750	32100
UPPER QUARTILE	20300	21450	22550	23650	24800	25950	27100	28200	29300
MEDIAN	19500	20400	21300	22200	23150	24050	24950	25850	26700
LOWER QUARTILE	18800	19550	20300	21000	21750	22500	23200	23900	24550
LOWER DECILE	18100	18750	19400	20000	20600	21200	21750	22250	22750
MEAN	19650	20600	21600	22550	23500	24450	25400	26350	27200
TOTAL NUMBER	813	776	733	666	610	744	819	811	812
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	0	1	1	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34750	38500	41750	44500	46700	48350	49550	50500	51100
UPPER QUARTILE	31450	34400	36950	39100	40750	42050	42950	43750	44300
MEDIAN	28400	30700	32650	34150	35300	36050	36550	36900	37050
LOWER QUARTILE	25800	27500	28800	29850	30550	31050	31350	31500	31550
LOWER DECILE	23650	24750	25600	26250	26750	27050	27200	27350	27400
MEAN	28900	31200	33150	34700	35950	36850	37500	38000	38300
TOTAL NUMBER	1947	1126	986	992	845	666	1202	1318	874
OVER $51000	3	5	8	45	48	43	108	172	134
UNDER $14000	0	1	0	1	0	0	0	1	0

UTILITIES+SERV BS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25000	26100	27250	28400	29600	30850	32100	33350	34600
UPPER QUARTILE	23100	24100	25150	26200	27250	28350	29400	30450	31500
MEDIAN	20700	21700	22750	23750	24750	25750	26750	27700	28650
LOWER QUARTILE	18300	19350	20400	21450	22500	23500	24500	25450	26300
LOWER DECILE	16650	17750	18850	19900	20950	21950	22850	23750	24550
MEAN	20850	21900	23000	24100	25150	26200	27250	28300	29300
TOTAL NUMBER	7	14	31	35	64	111	144	212	250
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37200	40900	44350	47300	49550	51000	51700	51700	50300
UPPER QUARTILE	33600	36550	39300	41650	43650	45300	46550	47750	48750
MEDIAN	30500	32950	35100	36800	38200	39250	40000	40650	41050
LOWER QUARTILE	27950	30050	31700	32900	33750	34350	34700	35000	35100
LOWER DECILE	26000	27650	28850	29650	30150	30500	30650	30800	30850
MEAN	31200	33700	35850	37550	38900	39850	40550	41150	41500
TOTAL NUMBER	747	485	516	608	494	405	746	904	564
OVER $51000	3	5	8	43	46	41	105	167	126
UNDER $14000	0	0	0	0	0	0	0	0	0

UTILITIES+SERV BS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21100	22450	23750	25050	26300	27500	28650	29750	30800
UPPER QUARTILE	20300	21350	22450	23500	24500	25550	26550	27500	28400
MEDIAN	19550	20400	21250	22100	22950	23800	24550	25300	26050
LOWER QUARTILE	18750	19550	20300	21000	21700	22350	22950	23500	24050
LOWER DECILE	18150	18800	19400	20000	20500	21000	21450	21900	22250
MEAN	19600	20600	21550	22450	23350	24150	24950	25700	26350
TOTAL NUMBER	806	762	702	631	546	633	675	599	562
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	0	0	1	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32700	35000	36750	37950	38800	39350	39700	39900	40000
UPPER QUARTILE	30050	32100	33600	34550	35100	35350	35450	35400	35250
MEDIAN	27350	28900	30050	30800	31250	31400	31450	31400	31250
LOWER QUARTILE	24950	26000	26700	27150	27450	27600	27700	27800	27800
LOWER DECILE	22900	23600	24100	24450	24650	24800	24900	24950	24950
MEAN	27600	29050	30150	30950	31450	31750	31950	32100	32100
TOTAL NUMBER	1200	641	470	384	351	261	456	414	310
OVER $51000	0	0	0	2	2	2	3	5	8
UNDER $14000	0	1	0	1	0	0	0	1	0

UTILITIES+SERV MS ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27150	28000	28900	29800	30750	31700	32700	33700
UPPER QUARTILE	0	24200	25000	25800	26650	27500	28350	29250	30150
MEDIAN	0	21750	22500	23300	24100	24900	25700	26500	27250
LOWER QUARTILE	0	20350	21000	21700	22350	23000	23600	24250	24850
LOWER DECILE	0	19500	20000	20550	21050	21550	22000	22450	22900
MEAN	0	22950	23650	24350	25050	25800	26500	27250	28000
TOTAL NUMBER	0	40	43	69	111	128	126	144	135
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35800	39000	42250	45350	48200	50550	52150	53000	50600
UPPER QUARTILE	32050	34900	37800	40600	43200	45550	47400	49150	49950
MEDIAN	28800	31000	33000	34800	36400	37650	38700	39750	40650
LOWER QUARTILE	26000	27600	29000	30200	31150	31900	32450	33000	33400
LOWER DECILE	23750	24950	25950	26750	27450	28000	28400	28800	29100
MEAN	29450	31650	33750	35700	37400	38750	39800	40650	40850
TOTAL NUMBER	376	281	224	130	117	74	108	103	76
OVER $51000	2	3	12	6	8	9	14	26	16
UNDER $14000	0	0	0	0	0	0	0	0	0

UTILITIES+SERV MS SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35350	36200	37050	37950	38800	39650	40550
UPPER QUARTILE	0	0	30750	31450	32150	32850	33600	34300	35050
MEDIAN	0	0	27650	28250	28850	29500	30100	30750	31400
LOWER QUARTILE	0	0	25050	25550	26100	26650	27150	27700	28200
LOWER DECILE	0	0	22900	23400	23900	24350	24850	25350	25800
MEAN	0	0	28650	29250	29850	30450	31050	31650	32300
TOTAL NUMBER	0	4	10	8	12	17	18	21	35
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42300	44800	47150	49150	50850	52000	52550	52400	49650
UPPER QUARTILE	36550	38850	41150	43400	45600	47600	49300	51150	52550
MEDIAN	32650	34650	36600	38550	40400	42050	43550	45050	46250
LOWER QUARTILE	29300	30850	32350	33750	35050	36200	37150	38150	39000
LOWER DECILE	26750	28150	29450	30650	31750	32650	33350	34050	34450
MEAN	33550	35400	37250	39000	40650	42050	43250	44350	44800
TOTAL NUMBER	138	106	105	61	67	39	63	69	39
OVER $51000	1	3	11	5	8	7	12	21	13
UNDER $14000	0	0	0	0	0	0	0	0	0

UTILITIES+SERV MS NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26000	26700	27400	28100	28850	29550	30300	31050
UPPER QUARTILE	0	23450	24200	24950	25750	26500	27250	27950	28700
MEDIAN	0	21300	22100	22850	23650	24350	25100	25750	26400
LOWER QUARTILE	0	20350	20950	21550	22150	22700	23250	23750	24200
LOWER DECILE	0	19550	20000	20450	20900	21300	21700	22050	22400
MEAN	0	22300	22950	23600	24200	24850	25450	26050	26650
TOTAL NUMBER	0	36	33	61	99	111	108	123	100
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32600	34900	37250	39500	41700	43750	45650	47750	50300
UPPER QUARTILE	30100	32100	33900	35450	36800	37900	38750	39600	40350
MEDIAN	27650	29150	30350	31300	31950	32400	32750	33000	33150
LOWER QUARTILE	25100	26250	27100	27800	28300	28700	28950	29150	29300
LOWER DECILE	23050	23850	24550	25050	25450	25700	25900	26100	26200
MEAN	27800	29350	30800	32000	33050	33900	34550	35200	35800
TOTAL NUMBER	238	175	119	69	50	35	45	34	37
OVER $51000	1	0	1	1	0	2	2	5	3
UNDER $14000	0	0	0	0	0	0	0	0	0

UTILITIES+SERV PHD ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	35850	0
UPPER QUARTILE	0	0	0	0	0	0	0	33450	0
MEDIAN	0	0	0	0	0	0	0	29500	0
LOWER QUARTILE	0	0	0	0	0	0	0	25400	0
LOWER DECILE	0	0	0	0	0	0	0	22350	0
MEAN	0	0	0	0	0	0	0	29600	0
TOTAL NUMBER	0	0	0	2	2	4	4	11	3
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38700	41550	44350	46950	49200	51000	52150	52600	50300
UPPER QUARTILE	35850	38250	40700	43100	45400	47550	49350	51250	52400
MEDIAN	31850	34200	36450	38550	40450	42200	43700	45300	47050
LOWER QUARTILE	27550	29700	31750	33550	34950	35850	36200	35700	32550
LOWER DECILE	24750	26750	28200	29050	29300	29200	28750	28000	26800
MEAN	31900	34200	36350	38300	40050	41450	42500	43350	43550
TOTAL NUMBER	20	28	28	16	9	11	9	8	8
OVER $51000	0	0	3	1	2	1	2	2	4
UNDER $14000	0	0	0	0	0	0	0	0	0

UTILITIES+SERV PHD SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	40950	0
UPPER QUARTILE	0	0	0	0	0	0	0	39400	0
MEDIAN	0	0	0	0	0	0	0	35400	0
LOWER QUARTILE	0	0	0	0	0	0	0	35500	0
LOWER DECILE	0	0	0	0	0	0	0	27650	0
MEAN	0	0	0	0	0	0	0	35450	0
TOTAL NUMBER	0	0	0	0	0	1	0	5	0
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

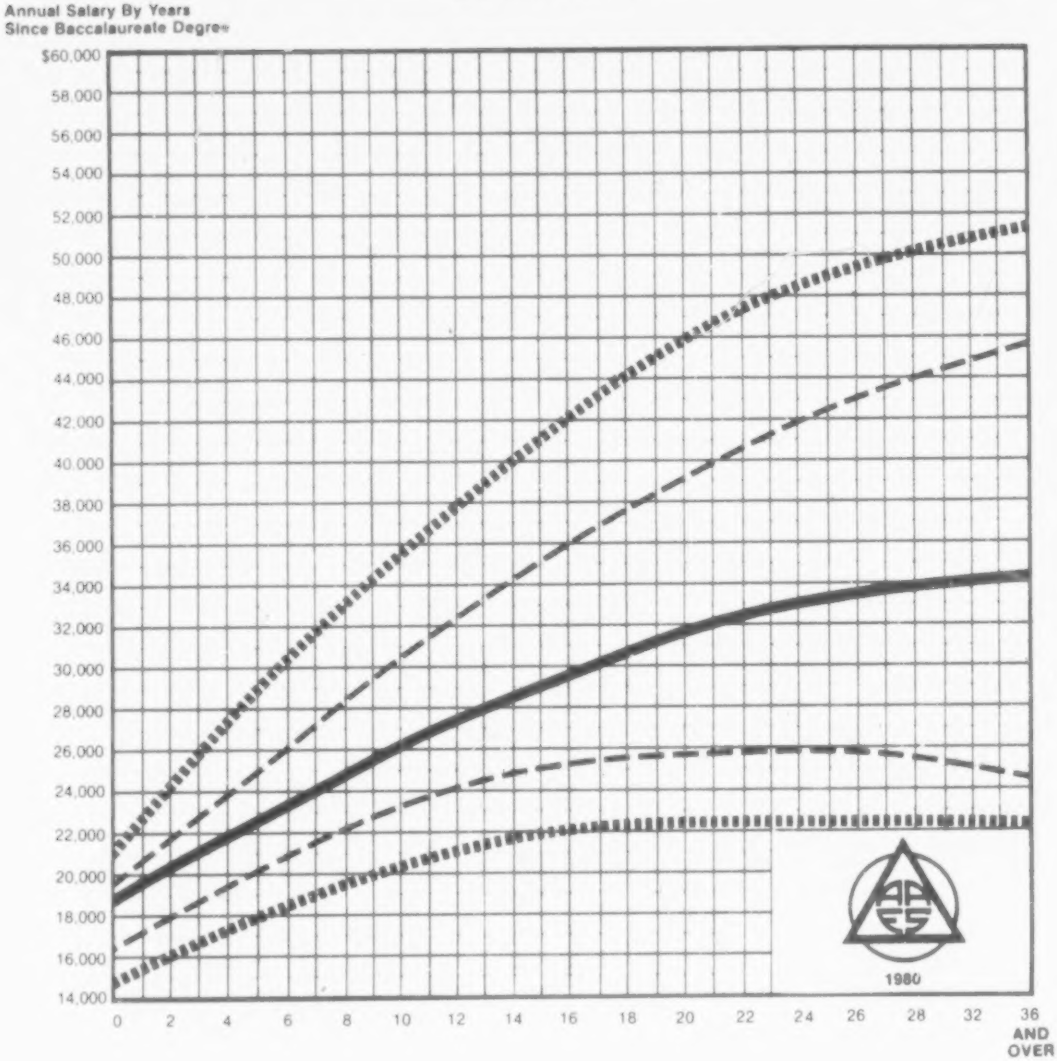
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	47450	49550	0	51600	51800	0	0	50750
UPPER QUARTILE	0	45000	47400	0	50950	51950	0	0	50950
MEDIAN	0	39650	41700	0	45600	47300	0	0	51050
LOWER QUARTILE	0	36050	36500	0	37900	38850	0	0	46900
LOWER DECILE	0	30050	31100	0	32650	33150	0	0	32100
MEAN	0	39750	41550	0	44200	45150	0	0	47100
TOTAL NUMBER	3	8	14	4	8	5	4	4	5
OVER $51000	0	0	3	1	2	1	1	2	3
UNDER $14000	0	0	0	0	0	0	0	0	0

UTILITIES+SERV PHD NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	37950	0
UPPER QUARTILE	0	0	0	0	0	0	0	31400	0
MEDIAN	0	0	0	0	0	0	0	26550	0
LOWER QUARTILE	0	0	0	0	0	0	0	24200	0
LOWER DECILE	0	0	0	0	0	0	0	23000	0
MEAN	0	0	0	0	0	0	0	28050	0
TOTAL NUMBER	0	0	0	2	2	3	4	6	3
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35250	36550	39350	42600	0	47650	49050	0	0
UPPER QUARTILE	32900	34600	36450	38550	0	43600	46650	0	0
MEDIAN	29900	32750	35100	36850	0	39050	39600	0	0
LOWER QUARTILE	26500	28600	30550	32250	0	34900	35850	0	0
LOWER DECILE	23850	24700	25550	26450	0	28250	29100	0	0
MEAN	29900	31800	33650	35450	0	38850	40350	0	0
TOTAL NUMBER	17	20	14	12	1	6	5	4	3
OVER $51000	0	0	0	0	0	0	1	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

COMMUNICATIONS SERVICES
ALL ENGINEERS



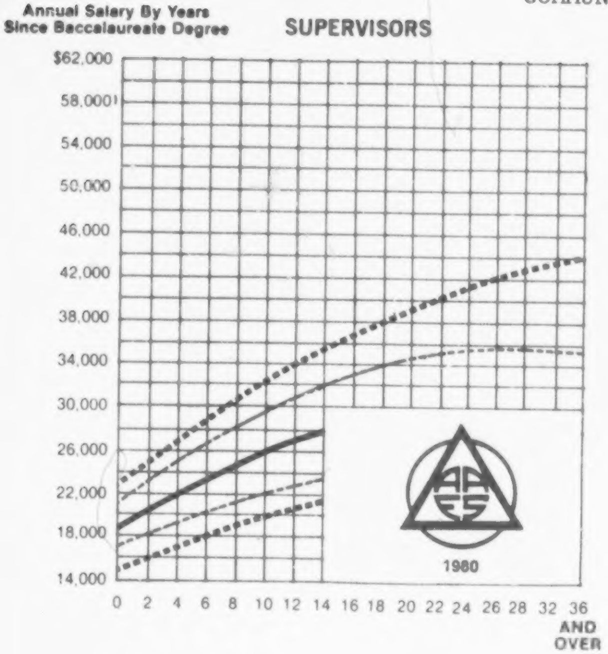
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21600	22950	24350	25750	27150	28550	30000	31400	32800
UPPER QUARTILE	19900	20900	22000	23050	24150	25250	26350	27450	28550
MEDIAN	18400	19300	20200	21100	22000	22900	23700	24550	25350
LOWER QUARTILE	16050	16950	17850	18700	19600	20400	21150	21900	22550
LOWER DECILE	14750	15500	16250	16950	17600	18250	18800	19350	19850
MEAN	18250	19200	20200	21200	22200	23150	24100	25000	25900
TOTAL NUMBER	27	18	22	26	17	19	13	17	18
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	0	0	0	1	1	0	0	0

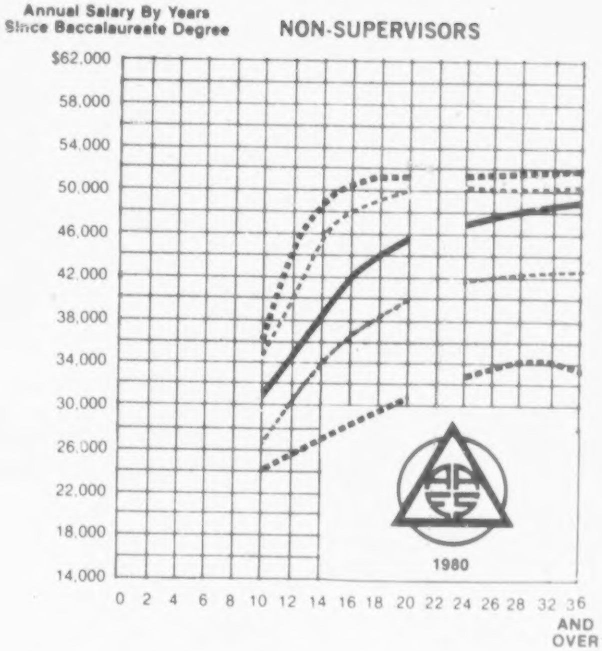
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35550	39300	42600	45350	47450	49000	50050	50850	51250
UPPER QUARTILE	30700	33750	36550	38900	40900	42450	43650	44700	45450
MEDIAN	26800	28750	30300	31550	32450	33100	33550	33850	34050
LOWER QUARTILE	23650	24800	25450	25650	25600	25450	25200	24950	24750
LOWER DECILE	20650	21500	21950	22200	22250	22250	22150	22100	22050
MEAN	27600	29800	31600	33000	34050	34800	35350	35750	36000
TOTAL NUMBER	58	46	45	40	26	18	35	34	22
OVER $51000	0	0	3	2	1	1	4	8	6
UNDER $14000	0	1	0	1	0	0	0	0	0

LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

COMMUNICATIONS SERVICES





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22700	23700	24700	25750	26750	27750	28800	29750	30750
UPPER QUARTILE	19900	21100	22250	23400	24550	25650	26700	27700	28600
MEDIAN	18450	19600	20700	21700	22600	23400	24100	24750	25300
LOWER QUARTILE	17150	17850	18550	19150	19800	20350	20900	21400	21800
LOWER DECILE	15050	15700	16400	17000	17650	18200	18750	19200	19650
MEAN	18550	19550	20500	21450	22300	23150	23900	24600	25250
TOTAL NUMBER	24	14	18	22	16	18	12	16	14
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	0	0	0	1	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32600	35100	37350	39150	40650	41800	42650	43400	43900
UPPER QUARTILE	30250	32150	33450	34250	34700	34900	34950	35000	35000
MEDIAN	26200	27100	27650	27950	28100	28150	28200	28200	28200
LOWER QUARTILE	22550	23350	23750	23850	23750	23550	23350	23050	22750
LOWER DECILE	20400	21200	21600	21800	21800	21750	21650	21500	21400
MEAN	26400	27750	28700	29300	29700	29950	30100	30200	30250
TOTAL NUMBER	45	39	32	28	22	13	21	22	14
OVER $51000	0	0	0	0	0	0	1	2	2
UNDER $14000	0	1	0	1	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0.	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	3	4	4	4	1	1	1	1	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36800	48900	51000	51100	0	51050	51050	51050	51050
UPPER QUARTILE	35500	46950	49600	50100	0	50250	50250	50250	50250
MEDIAN	30050	37900	43000	45800	0	47800	48050	48200	48250
LOWER QUARTILE	27900	33150	37050	39600	0	42000	42500	42750	42800
LOWER DECILE	24400	26450	28450	30400	0	33550	34550	35000	33500
MEAN	31300	38600	42550	44350	0	45500	45600	45650	45650
TOTAL NUMBER	13	7	13	12	4	5	14	12	8
OVER $51000	0	0	3	2	1	1	3	6	4
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	-----
Median	━━━━
Lower Quartile	-----
Lower Decile	•••••••

COMMUNICATIONS SERV BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20700	21750	22900	24000	25100	26250	27350	28500	29550
UPPER QUARTILE	19700	20550	21350	22200	23050	23850	24700	25500	26250
MEDIAN	18300	19050	19800	20500	21150	21800	22400	22950	23500
LOWER QUARTILE	15800	16900	17900	18800	19550	20200	20800	21250	21650
LOWER DECILE	14700	15450	16200	16850	17500	18000	18500	18950	19300
MEAN	18100	18900	19700	20500	21250	22000	22700	23350	24000
TOTAL NUMBER	27	16	21	22	11	11	9	13	14
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	0	0	0	1	1	0	0	0

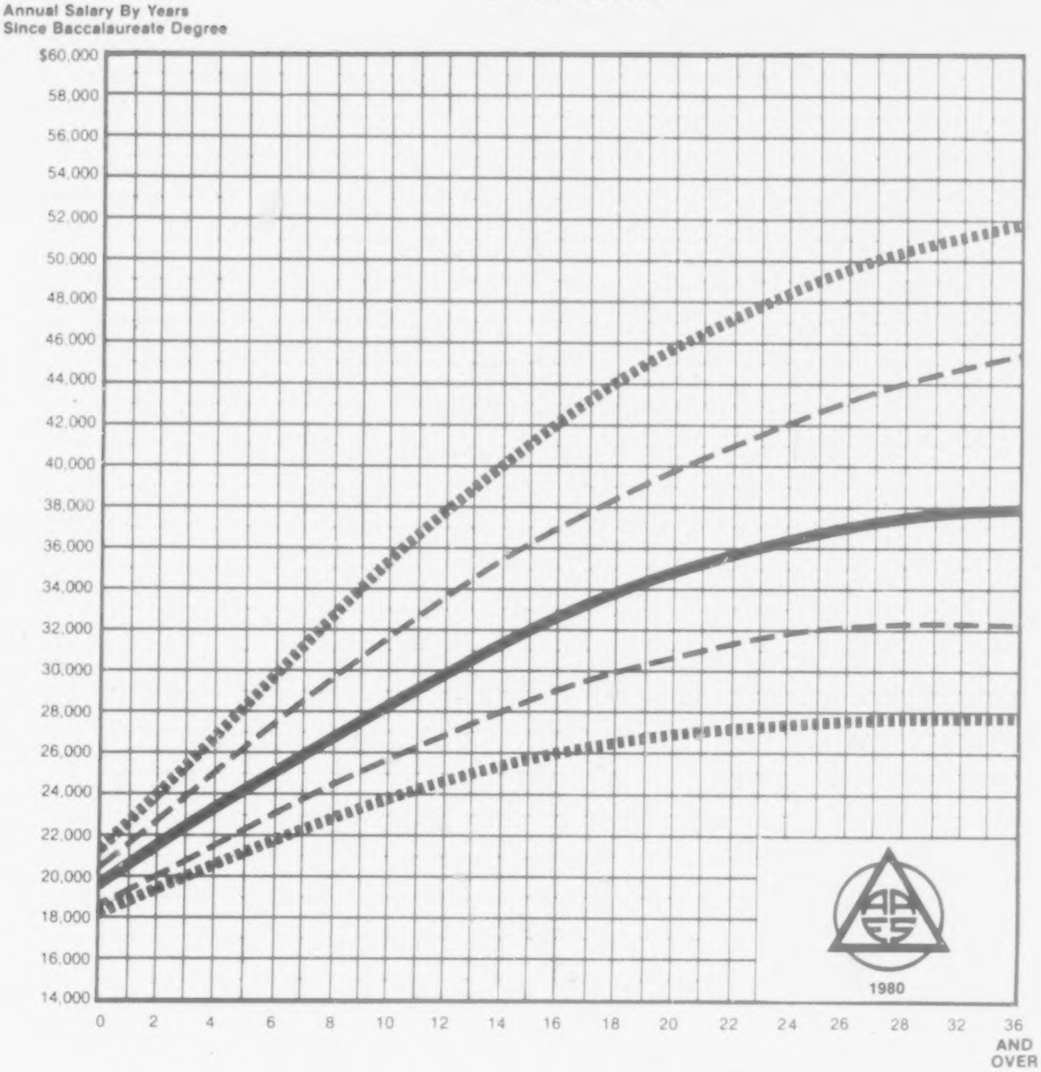
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	31700	34600	37100	39200	40850	42100	43000	43800	44300
UPPER QUARTILE	27800	29900	31750	33350	34600	35600	36400	37050	37600
MEDIAN	24400	25550	26350	26950	27350	27650	27800	27950	28000
LOWER QUARTILE	22300	22850	23200	23350	23400	23450	23450	23450	23500
LOWER DECILE	19950	20600	21000	21200	21350	21400	21450	21450	21450
MEAN	25200	26650	27850	28700	29350	29800	30100	30350	30450
TOTAL NUMBER	46	25	24	24	15	13	21	24	15
OVER $51000	0	0	0	0	0	0	0	2	1
UNDER $1400C	0	1	0	1	0	0	0	0	0

COMMUNICATIONS SERV MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	31250	32900	0	0	0
UPPER QUARTILE	0	0	0	0	28950	30050	0	0	0
MEDIAN	0	0	0	0	26950	27600	0	0	0
LOWER QUARTILE	0	0	0	0	25400	25950	0	0	0
LOWER DECILE	0	0	0	0	21050	21900	0	0	0
MEAN	0	0	0	0	26900	27750	0	0	0
TOTAL NUMBER	0	2	1	4	6	8	4	4	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40900	44850	47850	49800	50850	51150	51050	50600	49900
UPPER QUARTILE	35550	38750	41750	44400	46600	48350	49650	50700	51350
MEDIAN	31150	33500	35900	38450	41000	43500	45950	48950	52700
LOWER QUARTILE	28800	30600	32500	34450	36400	38400	40400	42950	47000
LOWER DECILE	25750	27600	29050	30150	30950	31500	31900	32150	32350
MEAN	32150	34700	37150	39450	41500	43300	44800	46350	47950
TOTAL NUMBER	12	21	21	16	11	5	14	10	7
OVER $51000	0	0	3	2	1	1	4	6	5
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRIC & GAS UTILITIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21500	22850	24200	25600	27000	28400	29800	31200	32600
UPPER QUARTILE	20500	21600	22700	23850	25000	26200	27350	28500	29600
MEDIAN	19600	20500	21400	22350	23250	24200	25100	26000	26900
LOWER QUARTILE	18900	19650	20400	21100	21850	22600	23300	24050	24700
LOWER DECILE	18250	18900	19500	20100	20700	21250	21850	22350	22900
MEAN	19850	20800	21800	22800	23750	24750	25700	26650	27550
TOTAL NUMBER	842	842	793	744	740	891	971	968	948
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	1	2	0	1	0	0	0	0	0

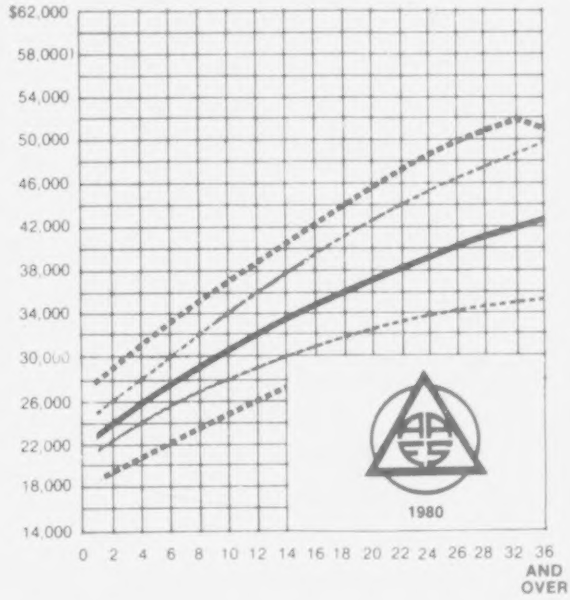
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35350	39150	42500	45300	47500	49150	50250	51150	51600
UPPER QUARTILE	31800	34850	37550	39800	41600	42950	43950	44850	45400
MEDIAN	28650	30950	32950	34550	35750	36650	37200	37700	38000
LOWER QUARTILE	26000	27750	29150	30250	31050	31550	31850	32000	32050
LOWER DECILE	23850	25050	26050	26750	27250	27600	27750	27900	27900
MEAN	29300	31650	33650	35250	36500	37450	38100	38650	39000
TOTAL NUMBER	2351	1386	1196	1072	910	711	1289	1402	938
OVER $51000	6	10	27	53	60	53	133	203	162
UNDER $14000	0	0	0	0	0	0	0	1	0

LEGEND

Upper Decile	▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮

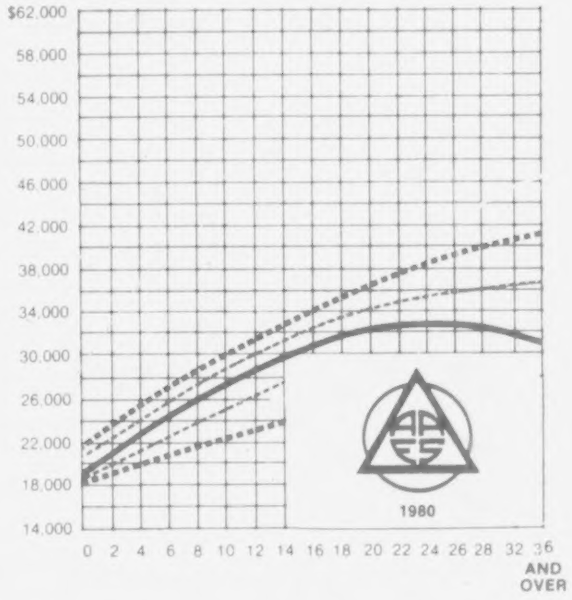
Annual Salary By Years
Since Baccalaureate Degree

SUPERVISORS



Annual Salary By Years
Since Baccalaureate Degree

NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28400	29400	30450	31550	32650	33750	34900	36050
UPPER QUARTILE	0	25400	26350	27300	28250	29250	30250	31250	32250
MEDIAN	0	23150	24000	24850	25700	26600	27450	28300	29150
LOWER QUARTILE	0	21450	22200	22900	23650	24350	25100	25800	26500
LOWER DECILE	0	19600	20400	21200	22000	22750	23450	24150	24800
MEAN	0	23900	24750	25600	26450	27350	28200	29050	29900
TOTAL NUMBER	2	15	31	37	69	127	163	241	286
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38300	41700	44800	47550	49700	51200	52000	52050	50200
UPPER QUARTILE	34200	37100	39750	42200	44300	46050	47450	48800	50000
MEDIAN	30800	33100	35200	36950	38450	39600	40500	41300	42000
LOWER QUARTILE	27900	29850	31500	32900	34000	34700	35150	35400	35200
LOWER DECILE	25950	27400	28550	29400	30000	30450	30700	30950	31050
MEAN	31550	33900	36050	37800	39250	40300	41050	41600	41850
TOTAL NUMBER	914	597	645	671	563	448	815	983	631
OVER $51000	5	10	26	51	58	50	127	196	152
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21300	22650	24000	25300	26600	27800	29000	30150	31200
UPPER QUARTILE	20450	21550	22600	23700	24750	25800	26800	27750	28650
MEDIAN	19600	20500	21350	22200	23050	23900	24700	25500	26250
LOWER QUARTILE	18850	19600	20350	21100	21800	22450	23100	23650	24200
LOWER DECILE	18250	18900	19500	20100	20650	21150	21600	22000	22400
MEAN	19800	20750	21700	22650	23500	24350	25150	25950	26650
TOTAL NUMBER	840	827	761	706	670	763	807	727	662
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	1	2	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33150	35500	37250	38550	39400	39950	40300	40550	40650
UPPER QUARTILE	30350	32400	33950	34950	35600	35950	36150	36250	36250
MEDIAN	27600	29300	30550	31350	31850	32050	32100	32000	31850
LOWER QUARTILE	25150	26250	27050	27600	27950	28150	28250	28350	28400
LOWER DECILE	23100	23850	24400	24800	25050	25200	25300	25350	25400
MEAN	27900	29450	30600	31450	32000	32400	32600	32750	32800
TOTAL NUMBER	1436	788	550	400	347	263	473	419	307
OVER $51000	1	0	1	2	1	3	5	7	10
UNDER $14000	0	0	0	0	0	0	0	1	0

LEGEND

Upper Decile	⋯⋯
Upper Quartile	- - - - -
Median	━━━
Lower Quartile	- - - - -
Lower Decile	⋯⋯

ELEC + GAS UTIL BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21350	22650	24000	25350	26750	28150	29550	30950	32300
UPPER QUARTILE	20450	21500	22650	23750	24900	26050	27200	28300	29450
MEDIAN	19550	20450	21350	22300	23200	24150	25050	25950	26800
LOWER QUARTILE	18850	19600	20350	21100	21850	22600	23300	24000	24700
LOWER DECILE	18250	18850	19500	20100	20700	21250	21800	22350	22850
MEAN	19750	20700	21700	22650	23650	24600	25550	26500	27400
TOTAL NUMBER	842	801	748	675	625	758	840	812	816
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	0	1	0	0	0	0	0

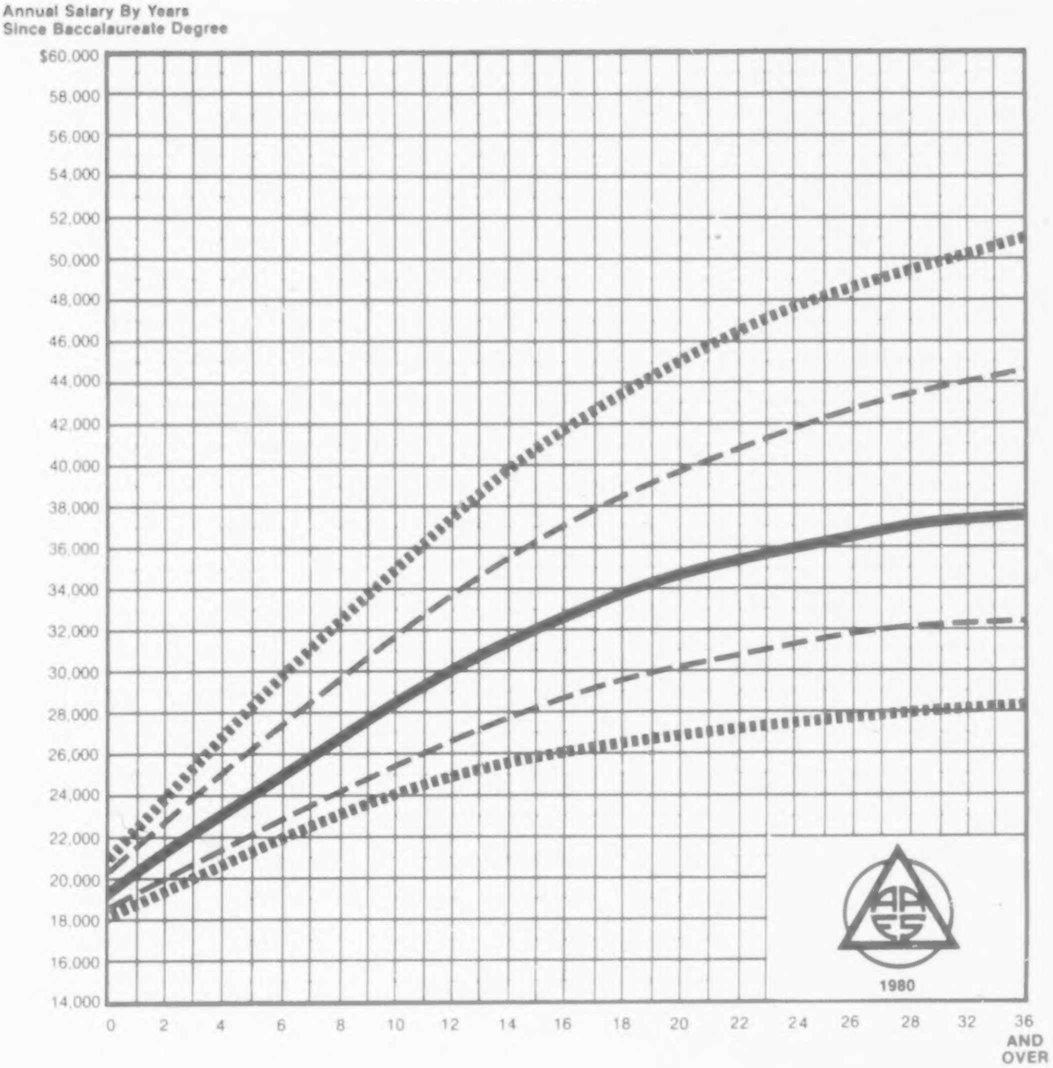
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35050	38850	42200	45000	47250	48900	50100	51000	51500
UPPER QUARTILE	31600	34600	37250	39450	41250	42600	43550	44400	45000
MEDIAN	28500	30850	32800	34400	35550	36400	37000	37450	37750
LOWER QUARTILE	25950	27650	29050	30100	30900	31400	31700	31900	32000
LOWER DECILE	23800	25000	25950	26650	27150	27450	27650	27750	27850
MEAN	29100	31450	33400	35050	36300	37250	37900	38500	38800
TOTAL NUMBER	1954	1102	966	962	814	648	1202	1300	866
OVER $51000	4	6	11	49	51	42	120	173	146
UNDER $14000	0	0	0	0	0	0	0	1	0

ELEC + GAS UTIL MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27900	28800	29700	30600	31550	32550	33550	34550
UPPER QUARTILE	0	24000	24850	25700	26600	27550	28500	29450	30450
MEDIAN	0	21750	22550	23300	24100	24900	25750	26550	27400
LOWER QUARTILE	0	20600	21200	21800	22400	23000	23650	24300	24900
LOWER DECILE	0	19750	20200	20650	21100	21600	22050	22500	22950
MEAN	0	23100	23800	24500	25200	25950	26700	27500	28250
TOTAL NUMBER	0	40	45	69	114	133	130	156	131
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36600	39800	43000	46050	48800	51000	52550	53250	50750
UPPER QUARTILE	32450	35600	38750	41800	44550	46950	48750	50150	50000
MEDIAN	29100	31550	33950	36050	37850	39300	40300	41000	40950
LOWER QUARTILE	26150	28000	29650	31150	32350	33250	33750	33900	33000
LOWER DECILE	23900	25200	26450	27550	28500	29150	29550	29600	28400
MEAN	29850	32200	34500	36650	38550	40050	41100	41700	40600
TOTAL NUMBER	396	284	229	109	96	63	87	102	72
OVER $51000	2	3	16	4	9	10	12	29	16
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRIC UTILITIES
ALL ENGINEERS



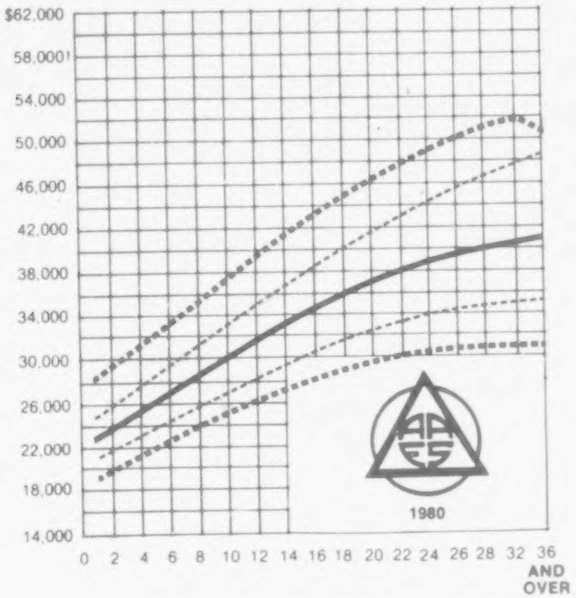
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21250	22550	23850	25150	26550	27900	29250	30650	32000
UPPER QUARTILE	20250	21350	22500	23600	24750	25900	27050	28200	29300
MEDIAN	19450	20350	21300	22200	23150	24050	24950	25850	26750
LOWER QUARTILE	18750	19550	20300	21100	21850	22600	23300	24000	24650
LOWER DECILE	18250	18850	19500	20100	20700	21300	21850	22350	22900
MEAN	19700	20650	21600	22600	23550	24500	25450	26350	27250
TOTAL NUMBER	700	723	683	641	608	772	857	865	854
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34650	38400	41700	44450	46700	48400	49600	50600	51200
UPPER QUARTILE	31450	34450	37050	39200	40950	42250	43200	44050	44550
MEDIAN	28450	30750	32700	34250	35450	36300	36900	37400	37750
LOWER QUARTILE	25900	27550	28900	29950	30750	31350	31750	32050	32200
LOWER DECILE	23850	25050	26000	26700	27200	27550	27750	27950	28050
MEAN	28950	31300	33250	34900	36150	37100	37800	38400	38750
TOTAL NUMBER	2010	1210	1023	894	759	599	1002	1119	719
OVER $51000	3	5	10	36	41	39	94	150	113
UNDER $14000	0	0	0	0	0	0	0	0	0

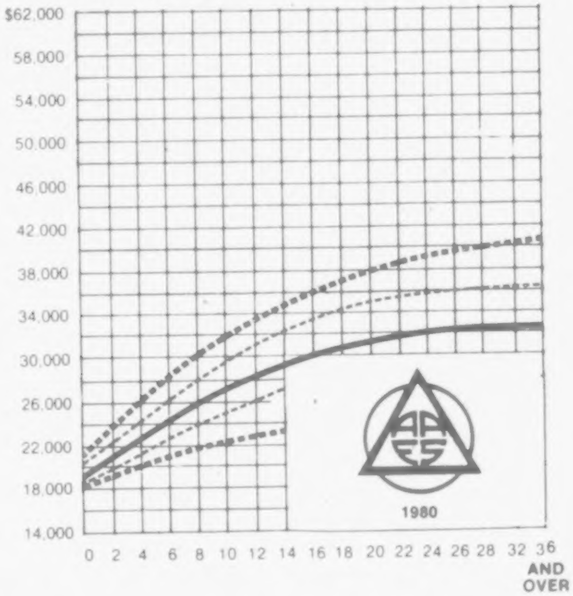
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

Annual Salary By Years Since Baccalaureate Degree SUPERVISORS



Annual Salary By Years Since Baccalaureate Degree NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28400	29350	30250	31200	32200	33200	34200	35250
UPPER QUARTILE	0	25400	26300	27200	28100	29050	29950	30900	31850
MEDIAN	0	23150	23950	24750	25600	26450	27250	28100	28900
LOWER QUARTILE	0	21400	22150	22850	23600	24300	25050	25750	26450
LOWER DECILE	0	19600	20400	21200	21950	22700	23400	24100	24750
MEAN	0	23950	24750	25550	26350	27150	27950	28750	29550
TOTAL NUMBER	2	12	30	36	68	119	144	220	265
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37300	40450	43500	46350	48750	50650	51850	52250	50150
UPPER QUARTILE	33700	36450	39050	41400	43500	45200	46550	47800	48850
MEDIAN	30550	32800	34850	36600	38050	39200	40050	40750	41300
LOWER QUARTILE	27800	29700	31350	32650	33650	34400	34800	35100	35050
LOWER DECILE	25900	27350	28500	29400	30000	30450	30750	30950	31100
MEAN	31150	33400	35500	37300	38800	39950	40750	41300	41350
TOTAL NUMBER	786	521	542	568	472	359	637	787	476
OVER $51000	2	5	9	35	41	36	90	143	103
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S	0	1	2	3	4	5	6	7	8
UPPER DECILE	21050	22350	23600	24850	26050	27250	28400	29500	30550
UPPER QUARTILE	20200	21250	22350	23400	24500	25500	26500	27450	28350
MEDIAN	19450	20350	21250	22100	22950	23800	24600	25350	26100
LOWER QUARTILE	18750	19550	20300	21050	21750	22400	23000	23600	24100
LOWER DECILE	18200	18850	19500	20050	20600	21100	21600	22000	22400
MEAN	19600	20550	21500	22400	23250	24100	24900	25650	26350
TOTAL NUMBER	698	711	653	605	540	653	713	645	589
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32500	34950	36800	38200	39150	39800	40250	40550	40700
UPPER QUARTILE	30000	32050	33550	34650	35350	35750	36050	36200	36300
MEDIAN	27400	29000	30200	31000	31550	31850	32000	32050	32100
LOWER QUARTILE	25050	26150	26950	27500	27900	28150	28300	28400	28450
LOWER DECILE	23100	23900	24450	24850	25100	25300	25400	25450	25500
MEAN	27650	29200	30400	31250	31900	32300	32550	32750	32850
TOTAL NUMBER	1224	689	481	326	287	240	365	332	243
OVER $51000	1	0	1	1	0	3	4	7	10
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile	••••••
Upper Quartile	------
Median	━━━━
Lower Quartile	-----
Lower Decile	•••••••

ELECTRIC UTILITIES BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21100	22400	23700	25000	26350	27750	29100	30450	31850
UPPER QUARTILE	20200	21300	22400	23550	24650	25800	26950	28050	29200
MEDIAN	19450	20350	21250	22150	23100	24000	24900	25800	26700
LOWER QUARTILE	18750	19500	20300	21050	21800	22550	23300	24000	24650
LOWER DECILE	18200	18850	19450	20100	20700	21300	21850	22400	22900
MEAN	19600	20550	21500	22500	23450	24400	25350	26250	27150
TOTAL NUMBER	700	691	645	586	520	667	744	730	742
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	0	0	0	0	0

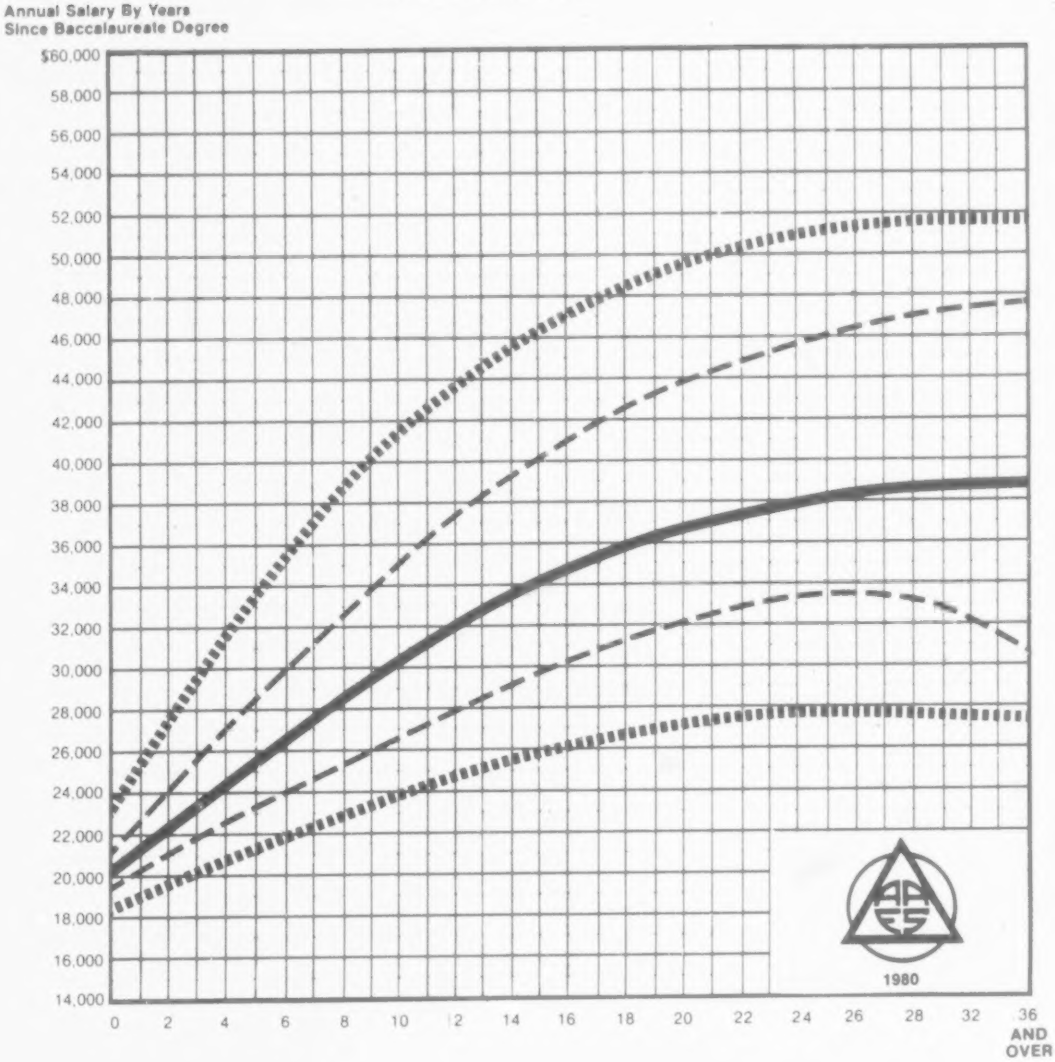
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34500	38200	41500	44300	46500	48200	49450	50450	51100
UPPER QUARTILE	31350	34300	36900	39050	40750	42050	43000	43800	44300
MEDIAN	28400	30700	32650	34200	35350	36200	36750	37200	37450
LOWER QUARTILE	25900	27550	28900	29900	30650	31200	31600	31900	32100
LOWER DECILE	23850	25050	25950	26650	27150	27450	27700	27850	27950
MEAN	28850	31200	33150	34800	36050	37000	37650	38250	38600
TOTAL NUMBER	1694	974	849	811	682	541	929	1058	668
OVER $51000	1	3	4	35	35	32	85	140	102
UNDER $14000	0	0	0	0	0	0	0	0	0

ELECTRIC UTILITIES MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	26600	27450	28350	29200	30150	31100	32050	33050
UPPER QUARTILE	0	23550	24400	25250	26150	27050	27950	28900	29850
MEDIAN	0	21350	22150	22950	23750	24600	25400	26250	27050
LOWER QUARTILE	0	20350	20950	21600	22200	22800	23400	24050	24650
LOWER DECILE	0	19750	20200	20650	21050	21500	21950	22400	22850
MEAN	0	22700	23400	24050	24750	25500	26200	26950	27650
TOTAL NUMBER	0	32	38	55	88	105	113	135	112
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35050	38200	41450	44550	47450	49950	51750	53000	51250
UPPER QUARTILE	31750	34650	37550	40250	42700	44750	46400	47900	48900
MEDIAN	28650	30950	33100	35000	36600	37900	38950	39950	40800
LOWER QUARTILE	25800	27500	29050	30400	31600	32550	33350	34100	34800
LOWER DECILE	23700	25000	26200	27300	28200	28950	29400	29650	28850
MEAN	29150	31400	33550	35600	37400	38900	40050	40950	41000
TOTAL NUMBER	316	236	174	83	[illegible]7	58	73	61	51
OVER $51000	2	2	6	1	6	7	9	10	11
UNDER $14000	0	0	0	0	0	0	0	0	0

GAS UTILITIES
ALL ENGINEERS



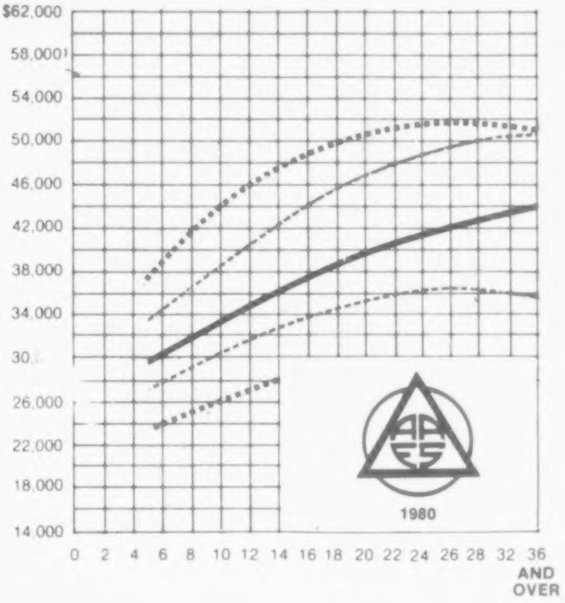
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23000	24950	26900	28850	30800	32700	34500	36300	37950
UPPER QUARTILE	21200	22600	24000	25400	26800	28200	29600	30950	32300
MEDIAN	20500	21450	22500	23500	24500	25550	26550	27550	28500
LOWER QUARTILE	19650	20350	21050	21750	22500	23200	23950	24650	25350
LOWER DECILE	18450	19050	19650	20250	20800	21400	21950	22450	23000
MEAN	20700	21800	22950	24100	25200	26350	27450	28500	29550
TOTAL NUMBER	80	67	62	58	74	67	64	58	53
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41050	44750	47500	49300	50400	51050	51350	51500	51550
UPPER QUARTILE	34850	38250	41100	43300	45000	46200	47000	47600	47950
MEDIAN	30400	32900	34950	36550	37650	38300	38700	38900	38900
LOWER QUARTILE	26800	28750	30500	31850	32750	33200	33200	32650	30850
LOWER DECILE	23950	25200	26200	26950	27400	27700	27800	27800	27600
MEAN	31450	33950	35900	37300	38300	38950	39350	39600	39800
TOTAL NUMBER	191	99	97	100	85	63	161	159	123
OVER $51000	2	3	10	10	11	8	22	30	28
UNDER $14000	0	0	0	0	0	0	0	1	0

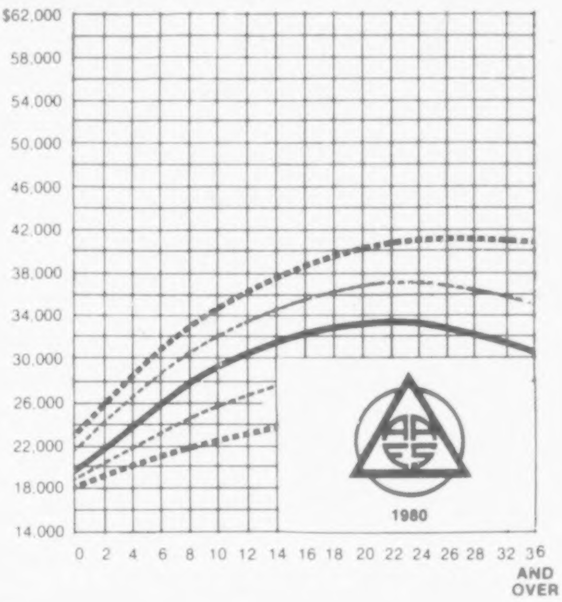
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪

Annual Salary By Years Since Baccalaureate Degree **SUPERVISORS**



Annual Salary By Years Since Baccalaureate Degree **NON-SUPERVISORS**



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	37300	38950	40500	42000
UPPER QUARTILE	0	0	0	0	0	33650	34750	35800	36850
MEDIAN	0	0	0	0	0	29400	30300	31150	32000
LOWER QUARTILE	0	0	0	0	0	26600	27150	27750	28350
LOWER DECILE	0	0	0	0	0	23700	24200	24700	25200
MEAN	0	0	0	0	0	30450	31350	32200	33050
TOTAL NUMBER	0	2	1	1	1	5	11	12	12
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44700	47800	49850	50950	51400	51450	51350	51050	50750
UPPER QUARTILE	38950	41850	44400	46550	48250	49450	50200	50750	50800
MEDIAN	33600	35850	37800	39500	40900	42000	42800	43600	44250
LOWER QUARTILE	29450	31150	32700	34100	35250	36100	36650	36750	35350
LOWER DECILE	26200	27600	28950	30050	30950	31550	31800	31650	30000
MEAN	34650	36850	38650	40150	41250	42050	42550	42900	43050
TOTAL NUMBER	72	43	58	58	51	50	100	110	87
OVER $51000	2	3	10	9	10	8	21	30	28
UNDER $14000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23100	25000	26850	28550	30100	31550	32850	34050	35050
UPPER QUARTILE	21450	22650	23850	25100	26350	27600	28800	29950	31050
MEDIAN	20650	21550	22450	23350	24250	25100	26000	26850	27650
LOWER QUARTILE	19650	20350	21050	21700	22400	23050	23700	24300	24900
LOWER DECILE	18500	19100	19650	20150	20650	21050	21500	21850	22200
MEAN	20850	21850	22850	23850	24850	25800	26700	27550	28350
TOTAL NUMBER	80	65	61	57	73	62	53	46	41
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36750	38500	39550	40150	40500	40650	40750	40800	40800
UPPER QUARTILE	33100	35500	37000	37650	37650	37150	36400	35350	34050
MEDIAN	29150	31050	32450	33250	33500	33350	32900	32050	30700
LOWER QUARTILE	26000	27400	28400	29000	29250	29200	28850	28250	27150
LOWER DECILE	22800	23450	23950	24300	24550	24650	24750	24800	24850
MEAN	29800	31500	32550	33050	33200	33050	32750	32350	31850
TOTAL NUMBER	119	56	39	42	34	13	61	49	36
OVER $51000	0	0	0	1	1	0	1	0	0
UNDER $14000	0	0	0	0	0	0	0	1	0

LEGEND

Upper Decile	••••••
Upper Quartile	- - - - -
Median	━━━━
Lower Quartile	- - - - -
Lower Decile	•••••••

GAS UTILITIES BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22750	24550	26350	28150	29950	31700	33450	35150	36750
UPPER QUARTILE	21200	22500	23850	25200	26550	27900	29200	30500	31800
MEDIAN	20450	21450	22450	23450	24450	25400	26400	27300	28200
LOWER QUARTILE	19650	20300	20950	21600	22250	22950	23600	24250	24950
LOWER DECILE	18500	19050	19600	20100	20600	21100	21600	22050	22500
MEAN	20500	21650	22750	23850	24950	26050	27050	28100	29050
TOTAL NUMBER	80	62	58	50	59	51	54	46	42
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39750	43500	46400	48450	49850	50700	51150	51450	51550
UPPER QUARTILE	34200	37450	40200	42350	43950	45100	45900	46550	46900
MEDIAN	29950	32200	34100	35600	36800	37650	38250	38700	39000
LOWER QUARTILE	26250	28200	29900	31300	32350	32950	33100	32700	30900
LOWER DECILE	23300	24400	25300	26000	26600	27000	27300	27550	27700
MEAN	30900	33250	35150	36600	37700	38450	38950	39300	39450
TOTAL NUMBER	146	72	66	85	74	60	153	136	111
OVER $51000	2	2	4	8	9	6	20	19	25
UNDER $14000	0	0	0	0	0	0	0	1	0

GAS UTILITIES MS+PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	31300	0	33550	34650	35850	37000	38150	39350
UPPER QUARTILE	0	26850	0	28700	29650	30650	31650	32700	33750
MEDIAN	0	22950	0	24700	25600	26550	27500	28450	29450
LOWER QUARTILE	0	21250	0	22750	23500	24300	25100	25900	26700
LOWER DECILE	0	19700	0	20900	21550	22150	22800	23450	24050
MEAN	0	24500	0	26200	27050	27950	28900	29800	30750
TOTAL NUMBER	0	5	4	8	15	16	10	12	11
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41700	45100	48150	50700	52550	0	53750	52800	49050
UPPER QUARTILE	35950	39400	42800	46050	48950	0	52650	53000	49350
MEDIAN	31550	34650	37750	40500	42750	0	44600	43550	38200
LOWER QUARTILE	28350	30750	32950	34800	36150	0	36650	35300	30750
LOWER DECILE	25350	27150	28800	30150	31100	0	31450	30500	27150
MEAN	32700	35600	38350	40800	42800	0	44450	43600	39050
TOTAL NUMBER	45	27	31	15	11	3	8	23	12
OVER $51000	0	1	6	2	2	2	2	11	3
UNDER $14000	0	0	0	0	0	0	0	0	0

REGIONAL CURVES AND TABLES

Regional Breakdown

NEW ENGLAND

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

MIDDLE ATLANTIC

New Jersey
New York
Pennsylvania

EAST NORTH CENTRAL

Illinois
Indiana
Michigan
Ohio
Wisconsin

WEST NORTH CENTRAL

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

SOUTH ATLANTIC

Delaware
District of Columbia
Florida

SOUTH ATLANTIC (continued)

Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia

SOUTH CENTRAL

Alabama
Arkansas
Kentucky
Louisiana
Mississippi
Oklahoma
Tennessee
Texas

MOUNTAIN

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

PACIFIC

Alaska
California
Hawaii
Oregon
Washington

Note: All regional curves and data tables are for engineers in industry and government only; educational institutions were not included in these tables.

NEW ENGLAND I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22300	24000	25650	27300	28850	30400	31800	33150	34400
UPPER QUARTILE	20300	21750	23150	24550	25850	27100	28300	29400	30450
MEDIAN	19200	20100	21050	22000	22950	23900	24800	25650	26500
LOWER QUARTILE	17900	18600	19350	20050	20750	21450	22100	22750	23350
LOWER DECILE	17300	17750	18200	18650	19050	19450	19850	20250	20600
MEAN	19500	20550	21550	22550	23550	24500	25400	26250	27050
TOTAL NUMBER	361	351	263	296	253	304	312	270	242
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	1	1	1	4	2	5	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36550	39100	40850	42000	42750	43200	43450	43600	43600
UPPER QUARTILE	32250	34350	35800	36750	37400	37750	37950	38050	38100
MEDIAN	28050	29950	31300	32050	32350	32250	32000	31500	30750
LOWER QUARTILE	24450	25750	26600	27050	27050	26750	26300	25500	24350
LOWER DECILE	21250	22050	22600	22850	22900	22650	22250	21500	20000
MEAN	28500	30200	31350	32050	32350	32450	32400	32250	32100
TOTAL NUMBER	662	679	561	536	451	382	594	409	427
OVER $51000	1	2	6	7	11	18	15	15	23
UNDER $14000	3	5	4	3	0	0	0	0	0

NEW ENGLAND I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27750	28900	30000	31150	32250	33300	34400	35400	36450
UPPER QUARTILE	22600	24000	25350	26750	28050	29350	30600	31750	32900
MEDIAN	18550	19800	21100	22400	23650	24950	26200	27400	28550
LOWER QUARTILE	16400	17300	18250	19250	20250	21250	22250	23200	24150
LOWER DECILE	15500	16300	17050	17750	18400	19000	19550	20000	20400
MEAN	20250	21300	22400	23500	24600	25650	26700	27700	28650
TOTAL NUMBER	5	20	27	40	38	40	52	61	51
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38350	40900	43050	44800	46150	47200	47950	48600	49100
UPPER QUARTILE	34850	37250	38900	39950	40600	41000	41150	41300	41350
MEDIAN	30600	33000	34500	35150	35200	34950	34500	33950	33350
LOWER QUARTILE	25950	28100	29450	29850	29500	28500	27200	25350	22750
LOWER DECILE	20950	21400	21500	21400	21200	20950	20750	20550	20400
MEAN	30350	32400	33800	34500	34750	34650	34350	33900	33350
TOTAL NUMBER	222	286	252	263	246	208	325	246	232
OVER $51000	1	2	6	7	11	18	15	14	23
UNDER $14000	0	2	2	1	0	0	0	0	0

NEW ENGLAND I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21850	23800	25600	27250	28750	30100	31250	32250	33100
UPPER QUARTILE	20250	21700	23100	24400	25600	26700	27700	28600	29400
MEDIAN	19100	20100	21100	22050	22950	23800	24600	25350	26000
LOWER QUARTILE	17950	18650	19350	20050	20700	21350	21950	22500	23000
LOWER DECILE	17250	17800	18300	18800	19250	19700	20100	20500	20850
MEAN	19350	20500	21600	22600	23550	24400	25150	25850	26450
TOTAL NUMBER	356	331	236	256	215	264	260	209	191
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	1	1	1	4	2	5	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34400	35600	36300	36650	36850	36900	36950	36950	36950
UPPER QUARTILE	30700	32050	32900	33400	33700	33850	33900	33950	33950
MEDIAN	27150	28300	29050	29400	29550	29550	29500	29450	29450
LOWER QUARTILE	23900	24850	25450	25700	25750	25650	25500	25300	25050
LOWER DECILE	21450	22150	22600	22850	22950	22950	22900	22800	22700
MEAN	27450	28550	29200	29600	29850	30000	30050	30050	30050
TOTAL NUMBER	440	393	309	273	205	174	269	163	195
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	3	3	2	2	0	0	0	0	0

NEW ENGLAND I+G BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21500	22900	24300	25650	27000	28300	29600	30800	31950
UPPER QUARTILE	20100	21300	22500	23700	24850	25900	26950	27950	28850
MEDIAN	19000	19850	20650	21500	22300	23150	23900	24700	25400
LOWER QUARTILE	17850	18500	19150	19750	20350	20950	21500	22000	22500
LOWER DECILE	17400	17700	18050	18350	18650	18950	19200	19500	19750
MEAN	19200	20100	20950	21800	22650	23450	24250	25000	25750
TOTAL NUMBER	361	295	205	220	186	242	218	187	174
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	2	0	1	1	4	2	4	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34050	36650	38650	40100	41100	41750	42150	42450	42600
UPPER QUARTILE	30500	32500	33950	34950	35650	36100	36300	36450	36550
MEDIAN	26800	28450	29650	30400	30700	30700	30450	30000	29300
LOWER QUARTILE	23400	24400	25100	25450	25500	25400	25150	24800	24250
LOWER DECILE	20200	20800	21250	21500	21600	21550	21400	20950	19900
MEAN	27050	28650	29800	30550	30950	31150	31150	31100	30950
TOTAL NUMBER	444	465	382	390	334	287	482	350	367
OVER $51000	1	2	0	2	4	10	11	9	18
UNDER $14000	3	5	4	3	0	0	0	0	0

NEW ENGLAND I+G MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29800	30650	31500	32350	33200	34050	34950	35800
UPPER QUARTILE	0	26100	27000	27900	28750	29650	30500	31400	32200
MEDIAN	0	23100	23950	24750	25600	26450	27250	28050	28800
LOWER QUARTILE	0	20400	21100	21800	22550	23250	23950	24650	25350
LOWER DECILE	0	18500	19100	19700	20300	20950	21550	22150	22750
MEAN	0	23650	24450	25200	25950	26750	27500	28250	29000
TOTAL NUMBER	0	56	49	69	51	51	82	68	58
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	0	1	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37500	40000	42300	44300	45950	47250	48100	48600	48200
UPPER QUARTILE	33800	36050	37950	39550	40800	41800	42500	43100	43600
MEDIAN	30250	32200	33850	35200	36250	37000	37550	38000	38350
LOWER QUARTILE	26700	28550	30150	31350	32100	32450	32450	32000	30550
LOWER DECILE	23900	25550	26900	27900	28500	28700	28450	27600	25300
MEAN	30500	32500	34250	35700	36750	37400	37750	37750	37150
TOTAL NUMBER	170	173	143	130	93	76	105	52	48
OVER $51000	0	0	4	4	3	6	4	2	4
UNDER $14000	0	0	0	0	0	0	0	0	0

NEW ENGLAND I+G PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33750	34750	35700	36700	37650	38650	39550
UPPER QUARTILE	0	0	32550	33150	33800	34400	35000	35550	36150
MEDIAN	0	0	29300	29800	30350	30850	31400	31950	32450
LOWER QUARTILE	0	0	25850	26300	26750	27250	27700	28150	28650
LOWER DECILE	0	0	25300	25450	25550	25700	25800	25950	26150
MEAN	0	0	29300	29850	30400	30950	31450	32000	32550
TOTAL NUMBER	0	0	9	7	16	11	12	15	10
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41400	43950	46200	48000	49350	50250	50650	50600	49550
UPPER QUARTILE	37300	38950	40450	41850	43100	44200	45150	46200	47300
MEDIAN	33500	35000	36500	37800	39000	40050	40850	41500	41450
LOWER QUARTILE	29550	30850	32100	33250	34250	35050	35600	36000	35600
LOWER DECILE	26500	27050	27700	28450	29200	29950	30700	31650	32950
MEAN	33600	35150	36650	38000	39150	40150	40850	41400	41100
TOTAL NUMBER	48	41	36	16	24	19	7	7	12
OVER $51000	0	0	2	1	4	2	0	4	1
UNDER $14000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21850	23250	24650	26150	27700	29250	30850	32450	34100
UPPER QUARTILE	20450	21750	23000	24350	25700	27050	28400	29750	31050
MEDIAN	19450	20500	21600	22700	23800	24900	25950	27000	28050
LOWER QUARTILE	18500	19350	20250	21100	22000	22850	23700	24500	25250
LOWER DECILE	17450	18150	18850	19550	20250	20900	21550	22150	22750
MEAN	19600	20650	21750	22850	24000	25100	26200	27300	28350
TOTAL NUMBER	942	1016	952	684	736	971	891	922	809
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	3	0	0	0	1	2	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37300	41850	45700	48600	50500	51450	51700	51400	50550
UPPER QUARTILE	33600	37050	39850	41900	43300	44200	44700	44950	45050
MEDIAN	29950	32450	34350	35650	36450	36850	37000	37000	36850
LOWER QUARTILE	26700	28500	29800	30650	31050	31200	31150	30950	30550
LOWER DECILE	23800	25100	26050	26600	26850	26900	26750	26500	26150
MEAN	30350	33000	35050	36550	37450	37900	38100	38050	37850
TOTAL NUMBER	2731	2247	2166	2080	1665	1271	1710	1644	1631
OVER $51000	3	28	83	166	171	145	236	252	235
UNDER $14000	0	2	2	1	0	1	1	0	1

MIDDLE ATLANTIC I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27750	29350	30950	32600	34250	35900	37550	39150
UPPER QUARTILE	0	25300	26600	27900	29250	30650	32050	33450	34850
MEDIAN	0	22400	23700	25050	26400	27750	29100	30400	31700
LOWER QUARTILE	0	20750	21850	22950	24050	25100	26200	27250	28300
LOWER DECILE	0	20700	21400	22150	22850	23600	24300	25050	25750
MEAN	0	23600	24750	26000	27200	28400	29650	30850	32050
TOTAL NUMBER	4	9	12	16	29	62	103	150	127
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42150	46100	49050	50900	51850	52050	51800	51150	50200
UPPER QUARTILE	37650	41600	45100	47850	49800	50950	51450	51400	50600
MEDIAN	34200	37500	40100	42000	43150	43800	44100	44150	44000
LOWER QUARTILE	30300	32850	34900	36400	37300	37800	38050	38050	37900
LOWER DECILE	27100	28950	30500	31800	32700	33300	33650	33750	33550
MEAN	34350	37450	39950	41850	43100	43750	44000	43950	43550
TOTAL NUMBER	699	701	827	884	693	576	819	823	729
OVER $51000	3	26	78	159	156	133	215	239	214
UNDER $14000	0	0	0	0	0	0	0	0	0

MIDDLE ATLANTIC I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21650	23150	24700	26200	27600	29000	30300	31550	32700
UPPER QUARTILE	20400	21700	23000	24300	25550	26800	28000	29100	30150
MEDIAN	19400	20500	21600	22650	23700	24750	25700	26650	27500
LOWER QUARTILE	18500	19350	20250	21100	21900	22700	23450	24200	24850
LOWER DECILE	17450	18150	18850	19500	20150	20750	21350	21850	22350
MEAN	19550	20650	21700	22800	23850	24850	25800	26750	27600
TOTAL NUMBER	938	1007	940	668	707	909	788	772	682
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	0	0	0	1	2	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34800	37250	39000	40200	41000	41500	41750	41900	41950
UPPER QUARTILE	32050	34200	35650	36450	36850	36950	36950	36900	36800
MEDIAN	29050	30800	31900	32450	32600	32550	32350	32100	31850
LOWER QUARTILE	26000	27350	28150	28500	28600	28500	28250	27950	27650
LOWER DECILE	23200	24150	24750	25000	25050	24950	24800	24600	24350
MEAN	29100	30800	31950	32600	32900	33000	33000	32900	32850
TOTAL NUMBER	2032	1546	1339	1196	972	695	891	821	902
OVER $51000	0	2	5	7	15	12	21	13	21
UNDER $14000	0	2	2	1	0	1	1	0	1

MIDDLE ATLANTIC I+G BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21750	23150	24600	26050	27550	29000	30450	31900	33350
UPPER QUARTILE	20550	21750	23000	24250	25500	26700	27900	29100	30250
MEDIAN	19400	20450	21500	22500	23500	24450	25400	26300	27200
LOWER QUARTILE	18400	19200	20050	20850	21600	22350	23050	23700	24350
LOWER DECILE	17450	18050	18650	19250	19800	20350	20850	21350	21850
MEAN	19500	20550	21600	22650	23700	24700	25650	26600	27500
TOTAL NUMBER	942	923	707	427	458	651	557	559	511
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	0	0	0	1	2	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36100	39850	43050	45650	47650	49100	50100	50850	51300
UPPER QUARTILE	32400	35250	37600	39450	40800	41800	42450	42950	43200
MEDIAN	28800	30800	32450	33650	34500	35100	35500	35800	35950
LOWER QUARTILE	25500	26900	28000	28800	29400	29750	30000	30150	30250
LOWER DECILE	22700	23800	24600	25200	25550	25750	25850	25850	25800
MEAN	29200	31350	33100	34450	35450	36150	36600	36950	37150
TOTAL NUMBER	1529	1062	1069	1104	991	872	1257	1262	1248
OVER $51000	1	7	22	47	67	74	144	167	147
UNDER $14000	0	1	1	1	0	0	0	0	0

MIDDLE ATLANTIC I+G MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	23600	25000	26500	28000	29600	31200	32850	34550
UPPER QUARTILE	0	21700	23050	24400	25800	27250	28650	30100	31550
MEDIAN	0	20800	21850	22950	24050	25150	26200	27300	28350
LOWER QUARTILE	0	20400	21200	22000	22850	23650	24450	25250	26050
LOWER DECILE	0	19650	20300	21000	21650	22300	22950	23600	24200
MEAN	0	21400	22450	23500	24600	25700	26800	27900	29000
TOTAL NUMBER	0	93	242	251	268	293	285	316	238
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37850	42650	46800	49900	51800	52550	52450	51550	49550
UPPER QUARTILE	34350	38300	41600	44200	46000	47200	47900	48300	48450
MEDIAN	30350	33100	35350	37050	38250	39000	39400	39650	39700
LOWER QUARTILE	27550	29550	31200	32450	33200	33600	33650	33400	32650
LOWER DECILE	25300	26800	27950	28750	29250	29500	29550	29450	29050
MEAN	31100	34000	36450	38250	39450	40150	40400	40250	39750
TOTAL NUMBER	925	830	737	692	474	299	376	312	314
OVER $51000	2	12	27	81	62	42	62	62	59
UNDER $14000	0	1	1	0	0	1	1	0	1

MIDDLE ATLANTIC I+G PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	26950	28650	30350	32100	33900	35700
UPPER QUARTILE	0	0	0	26450	27650	28850	30100	31400	32700
MEDIAN	0	0	0	25600	26500	27450	28350	29350	30300
LOWER QUARTILE	0	0	0	24600	25400	26150	26950	27700	28500
LOWER DECILE	0	0	0	23300	24000	24650	25300	25950	26600
MEAN	0	0	0	25550	26550	27550	28600	29700	30750
TOTAL NUMBER	0	0	3	6	10	27	49	47	60
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39250	44250	48350	51150	52650	52950	52500	51250	49150
UPPER QUARTILE	35400	39450	43350	46800	49550	51400	52350	52300	50150
MEDIAN	32300	35300	38250	41000	43400	45300	46700	47700	47400
LOWER QUARTILE	30050	32350	34450	36300	37800	38950	39600	39900	39100
LOWER DECILE	27900	29800	31450	32850	33850	34400	34500	34000	31600
MEAN	32900	36050	39000	41550	43550	44900	45600	45600	44150
TOTAL NUMBER	277	355	360	284	200	100	77	70	69
OVER $51000	0	9	34	38	42	29	30	23	29
UNDER $14000	0	0	0	0	0	0	0	0	0

EAST NORTH CENT I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22400	23650	24900	26150	27400	28700	29950	31200	32450
UPPER QUARTILE	20850	21900	22950	24000	25100	26150	27200	28250	29300
MEDIAN	19650	20500	21350	22200	23050	23900	24750	25600	26400
LOWER QUARTILE	18550	19250	20000	20700	21400	22050	22750	23400	24000
LOWER DECILE	17650	18250	18800	19350	19900	20400	20950	21450	21900
MEAN	19850	20750	21650	22550	23450	24300	25200	26050	26900
TOTAL NUMBER	1137	1011	1017	892	775	953	935	854	708
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	1	1	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34850	38200	41050	43450	45350	46800	47850	48750	49350
UPPER QUARTILE	31250	33900	36150	37950	39250	40200	40850	41350	41650
MEDIAN	27900	29950	31600	32850	33700	34200	34450	34550	34450
LOWER QUARTILE	25200	26700	27850	28650	29100	29350	29350	29250	28900
LOWER DECILE	22750	23850	24700	25250	25550	25650	25650	25450	25100
MEAN	28500	30600	32350	33650	34600	35200	35500	35700	35750
TOTAL NUMBER	2355	2038	1693	1471	1329	1113	1573	1690	1375
OVER $51000	4	7	25	46	59	51	92	152	133
UNDER $14000	0	1	0	0	0	0	0	0	0

EAST NORTH CENT I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29300	30300	31300	32350	33400	34500	35550	36650
UPPER QUARTILE	0	25350	26400	27450	28500	29550	30600	31650	32650
MEDIAN	0	21950	22950	24000	25050	26050	27050	28050	29050
LOWER QUARTILE	0	19700	20700	21700	22650	23600	24550	25450	26300
LOWER DECILE	0	18050	19000	19950	20900	21800	22650	23500	24300
MEAN	0	22900	23950	24950	25950	26950	27950	28900	29850
TOTAL NUMBER	4	14	15	29	57	98	110	126	108
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38800	41950	44900	47450	49500	50900	51700	51850	50350
UPPER QUARTILE	34650	37400	39800	41850	43500	44750	45650	46500	47150
MEDIAN	30850	33300	35300	36850	38000	38800	39350	39750	40000
LOWER QUARTILE	27850	29850	31350	32400	33100	33550	33850	34000	34100
LOWER DECILE	25650	27300	28450	29100	29500	29650	29700	29650	29650
MEAN	31650	34050	36000	37500	38600	39350	39850	40250	40450
TOTAL NUMBER	580	646	640	653	590	495	726	844	610
OVER $51000	3	6	23	44	57	45	86	132	121
UNDER $14000	0	0	0	0	0	0	0	0	0

EAST NORTH CENT I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22300	23550	24750	26000	27150	28300	29400	30450	31450
UPPER QUARTILE	20850	21900	22900	23900	24900	25900	26800	27700	28550
MEDIAN	19700	20500	21300	22100	22900	23650	24400	25150	25850
LOWER QUARTILE	18600	19300	20000	20650	21300	21900	22500	23050	23600
LOWER DECILE	17700	18250	18800	19300	19850	20300	20750	21200	21600
MEAN	19850	20700	21600	22450	23250	24050	24850	25550	26250
TOTAL NUMBER	1133	997	1002	863	718	855	825	728	600
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33250	35500	37200	38450	39300	39900	40300	40550	40650
UPPER QUARTILE	30100	31950	33350	34300	34950	35300	35450	35600	35600
MEDIAN	27100	28700	29850	30650	31050	31200	31150	31000	30600
LOWER QUARTILE	24550	25650	26400	26850	27000	27000	26900	26700	26400
LOWER DECILE	22300	23150	23750	24100	24250	24250	24200	24100	23900
MEAN	27500	29000	30100	30850	31300	31550	31650	31700	31700
TOTAL NUMBER	1775	1392	1053	818	739	618	847	846	765
OVER $51000	1	1	2	2	2	6	6	20	12
UNDER $14000	0	1	0	0	0	0	0	0	0

EAST NORTH CENT I+G BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22400	23600	24800	26050	27250	28450	29700	30900	32050
UPPER QUARTILE	20900	21900	22850	23850	24850	25850	26850	27800	28750
MEDIAN	19650	20450	21300	22100	22900	23700	24450	25250	26000
LOWER QUARTILE	18600	19250	19900	20600	21200	21850	22450	23050	23650
LOWER DECILE	17700	18200	18750	19250	19700	20200	20650	21100	21500
MEAN	19850	20700	21550	22400	23250	24100	24900	25700	26500
TOTAL NUMBER	1137	955	934	747	618	758	724	599	502
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	1	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34350	37500	40250	42550	44350	45750	46750	47600	48200
UPPER QUARTILE	30550	33050	35150	36850	38200	39200	39900	40550	41000
MEDIAN	27400	29250	30750	31950	32800	33350	33700	33900	34000
LOWER QUARTILE	24700	26100	27150	27900	28400	28650	28750	28700	28500
LOWER DECILE	22300	23300	24100	24650	25000	25200	25250	25200	25000
MEAN	27950	29900	31500	32750	33700	34350	34750	35150	35350
TOTAL NUMBER	1608	1296	1081	1026	1018	871	1305	1421	1138
OVER $51000	1	5	9	30	36	37	74	99	104
UNDER $14000	0	1	0	0	0	0	0	0	0

EAST NORTH CENT I+G MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	24600	25650	26750	27900	29050	30200	31400	32550
UPPER QUARTILE	0	22700	23650	24600	25600	26600	27600	28650	29650
MEDIAN	0	21200	21950	22750	23550	24350	25150	25950	26750
LOWER QUARTILE	0	20200	20750	21350	21950	22600	23200	23800	24400
LOWER DECILE	0	18800	19350	19900	20450	21000	21500	22050	22550
MEAN	0	21650	22450	23250	24100	24900	25750	26550	27400
TOTAL NUMBER	0	56	83	141	152	176	191	217	170
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34950	38400	41600	44350	46600	48250	49400	50150	50350
UPPER QUARTILE	31700	34650	37350	39650	41450	42700	43450	43850	43450
MEDIAN	28350	30600	32600	34300	35550	36350	36800	36850	36200
LOWER QUARTILE	25600	27300	28850	30100	31100	31700	31950	31750	30350
LOWER DECILE	23500	24800	25850	26700	27300	27650	27850	27850	27550
MEAN	29000	31300	33350	35100	36400	37250	37750	37850	37200
TOTAL NUMBER	590	507	415	290	227	182	229	222	187
OVER $51000	2	2	8	11	17	10	12	37	20
UNDER $14000	0	0	0	0	0	0	0	0	0

EAST NORTH CENT I+G PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	29300	30550	31800	33100	34400
UPPER QUARTILE	0	0	0	0	27950	28950	29900	30900	31900
MEDIAN	0	0	0	0	26200	27000	27800	28600	29400
LOWER QUARTILE	0	0	0	0	24200	24900	25600	26300	27000
LOWER DECILE	0	0	0	0	22650	23250	23850	24450	25050
MEAN	0	0	0	0	26000	26900	27800	28700	29600
TOTAL NUMBER	0	0	0	4	5	19	20	38	36
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36950	40700	44100	46950	49100	50550	51300	51400	50450
UPPER QUARTILE	33850	36750	39400	41800	43850	45450	46650	47650	48200
MEDIAN	30950	33150	35150	36900	38400	39650	40700	41650	42550
LOWER QUARTILE	28350	30250	31900	33300	34400	35250	35800	36150	36150
LOWER DECILE	26100	27600	28850	29850	30650	31300	31750	32150	32500
MEAN	31350	33750	35900	37700	39150	40300	41100	41800	42350
TOTAL NUMBER	157	235	197	155	84	60	39	47	50
OVER $51000	1	0	8	5	6	4	6	16	9
UNDER $14000	0	0	0	0	0	0	0	0	0

WEST NORTH CENT I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21800	23000	24200	25450	26700	27900	29150	30350	31500
UPPER QUARTILE	20250	21350	22400	23450	24500	25550	26550	27500	28450
MEDIAN	19300	20100	20850	21650	22400	23150	23850	24550	25250
LOWER QUARTILE	18300	18850	19400	19950	20500	21050	21600	22100	22600
LOWER DECILE	16950	17450	17950	18400	18900	19350	19850	20300	20750
MEAN	19700	20500	21250	22050	22800	23600	24350	25100	25800
TOTAL NUMBER	420	314	297	227	270	310	305	272	253
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33750	36800	39350	41400	43000	44150	45000	45650	46100
UPPER QUARTILE	30200	32450	34200	35600	36550	37250	37700	38100	38300
MEDIAN	26500	28150	29500	30550	31350	31950	32350	32700	32900
LOWER QUARTILE	23600	24950	26100	27000	27700	28150	28400	28500	28350
LOWER DECILE	21600	22750	23750	24500	25000	25300	25350	25150	24450
MEAN	27200	29050	30600	31850	32750	33350	33750	34000	34150
TOTAL NUMBER	683	571	552	532	420	299	390	380	230
OVER $51000	0	0	11	8	19	12	17	26	12
UNDER $14000	0	0	0	0	0	0	0	0	0

WEST NORTH CENT I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	31000	31700	32450	33150	33850	34600	35350	36050
UPPER QUARTILE	27850	28450	29050	29650	30250	30850	31450	32000	32600
MEDIAN	25450	25950	26450	26950	27450	27950	28400	28850	29350
LOWER QUARTILE	17700	18850	20000	21100	22100	23100	23950	24800	25550
LOWER DECILE	15550	16400	17200	18000	18800	19550	20300	21000	21650
MEAN	24400	25050	25650	26300	26900	27550	28150	28700	29300
TOTAL NUMBER	18	12	21	17	26	54	54	64	62
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37550	39750	41900	43900	45750	47350	48700	49900	50550
UPPER QUARTILE	33750	35400	36950	38300	39550	40600	41450	42250	43050
MEDIAN	30200	31450	32600	33550	34350	35000	35500	35950	36200
LOWER QUARTILE	26800	28250	29200	29800	30200	30400	30550	30600	30650
LOWER DECILE	22800	24300	25400	26250	26800	27200	27450	27650	27750
MEAN	30400	31950	33300	34400	35350	36050	36600	37150	37550
TOTAL NUMBER	238	243	282	303	249	192	240	247	126
OVER $51000	0	0	11	8	18	12	16	26	12
UNDER $14000	0	0	0	0	0	0	0	0	0

WEST NORTH CENT I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21550	22600	23700	24700	25700	26650	27500	28350	29100
UPPER QUARTILE	20200	21200	22150	23050	23900	24700	25450	26150	26750
MEDIAN	19350	20050	20750	21450	22100	22700	23300	23850	24350
LOWER QUARTILE	18300	18850	19400	19900	20400	20900	21350	21850	22250
LOWER DECILE	17150	17600	18000	18450	18850	19250	19650	20050	20400
MEAN	19450	20200	20900	21600	22300	22950	23550	24100	24650
TOTAL NUMBER	402	302	276	210	244	256	251	208	191
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30450	32050	33150	33950	34450	34750	34950	35100	35150
UPPER QUARTILE	27900	29200	30150	30800	31200	31500	31650	31800	31850
MEDIAN	25250	26400	27250	27850	28300	28550	28750	28850	28900
LOWER QUARTILE	23100	24150	25000	25600	25950	26150	26200	26100	25750
LOWER DECILE	21150	22100	22850	23400	23700	23750	23600	23100	21700
MEAN	25600	26800	27650	28250	28700	28950	29100	29200	29300
TOTAL NUMBER	445	328	270	229	171	107	150	133	104
OVER $51000	0	0	0	0	1	0	1	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

WEST NORTH CENT I+G BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21700	22800	23950	25100	26250	27400	28550	29650	30750
UPPER QUARTILE	20250	21250	22300	23300	24300	25250	26200	27100	28000
MEDIAN	19250	20000	20750	21500	22200	22900	23600	24250	24900
LOWER QUARTILE	18250	18800	19300	19850	20400	20900	21450	21950	22450
LOWER DECILE	16950	17400	17850	18300	18800	19250	19700	20150	20550
MEAN	19600	20350	21100	21850	22550	23300	24000	24700	25400
TOTAL NUMBER	420	273	266	189	227	259	254	219	195
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	1	0	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32900	35800	38350	40400	42050	43300	44200	45000	45550
UPPER QUARTILE	29650	31750	33450	34750	35750	36450	36900	37300	37500
MEDIAN	26100	27700	29000	30050	30850	31450	31850	32250	32500
LOWER QUARTILE	23400	24700	25800	26700	27400	27850	28150	28250	28150
LOWER DECILE	21400	22550	23550	24300	24800	25100	25150	24950	24100
MEAN	26700	28500	30000	31250	32150	32850	33300	33650	33850
TOTAL NUMBER	542	441	450	446	379	248	349	345	194
OVER $51000	0	0	8	5	16	9	13	23	9
UNDER $14000	0	0	0	0	0	0	0	0	0

WEST NORTH CENT I+G MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	25600	26600	27600	28650	29700	30800	31950	33050
UPPER QUARTILE	0	22800	23750	24700	25700	26700	27700	28700	29700
MEDIAN	0	21100	21800	22500	23250	23950	24700	25450	26200
LOWER QUARTILE	0	19650	20200	20750	21300	21850	22450	23000	23600
LOWER DECILE	0	18400	18800	19200	19650	20050	20500	20900	21350
MEAN	0	21700	22450	23200	23950	24700	25450	26250	27000
TOTAL NUMBER	0	41	30	35	41	47	46	43	57
OVER $51000	0	0	0	0	1	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35350	38800	42100	45100	47600	49450	50600	50950	49500
UPPER QUARTILE	31750	34600	37200	39400	41000	42000	42450	42350	41200
MEDIAN	27750	30000	32100	33950	35400	36350	36750	36400	33850
LOWER QUARTILE	24750	26450	28050	29450	30550	31300	31650	31450	29250
LOWER DECILE	22200	23450	24600	25600	26500	27150	27550	27650	26650
MEAN	28550	30850	32950	34750	36200	37150	37600	37400	35600
TOTAL NUMBER	122	119	86	77	37	51	38	34	35
OVER $51000	0	0	2	1	2	3	4	3	3
UNDER $14000	0	0	0	0	0	0	0	0	0

WEST NORTH CENT I+G PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	38050	38750	0
UPPER QUARTILE	0	0	0	0	0	0	33900	34100	0
MEDIAN	0	0	0	0	0	0	28050	28850	0
LOWER QUARTILE	0	0	0	0	0	0	25000	24850	0
LOWER DECILE	0	0	0	0	0	0	22850	22600	0
MEAN	0	0	0	0	0	0	29150	29550	0
TOTAL NUMBER	0	0	1	3	2	4	5	10	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40850	43150	45600	48350	0	0	0	0	0
UPPER QUARTILE	35000	36250	37750	39400	0	0	0	0	0
MEDIAN	31050	32850	34050	34550	0	0	0	0	0
LOWER QUARTILE	24950	25950	28100	32000	0	0	0	0	0
LOWER DECILE	22500	23450	25700	30250	0	0	0	0	0
MEAN	31000	32750	34850	37500	0	0	0	0	0
TOTAL NUMBER	19	11	16	9	4	0	3	1	1
OVER $51000	0	0	1	2	1	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21050	22550	24050	25550	27100	28600	30100	31550	33000
UPPER QUARTILE	19900	21050	22250	23450	24650	25850	27050	28200	29350
MEDIAN	19250	20100	21000	21900	22800	23700	24600	25500	26350
LOWER QUARTILE	18300	19000	19700	20450	21150	21850	22550	23250	23950
LOWER DECILE	17000	17600	18200	18800	19400	20000	20600	21150	21700
MEAN	19250	20200	21200	22200	23200	24150	25150	26100	27050
TOTAL NUMBER	387	465	417	439	393	360	425	393	406
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	1	2	2	2	1	2	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35700	39200	42050	44200	45800	46850	47550	48100	48300
UPPER QUARTILE	31500	34250	36450	38050	39150	39850	40250	40550	40750
MEDIAN	28050	30350	32200	33600	34500	34950	35050	34850	34250
LOWER QUARTILE	25250	27000	28400	29450	30100	30400	30350	30050	29150
LOWER DECILE	22700	23950	24950	25600	25950	26050	25950	25650	25000
MEAN	28800	31100	32850	34150	35000	35450	35650	35700	35600
TOTAL NUMBER	1137	907	780	783	532	409	633	466	390
OVER $51000	8	3	18	31	17	27	40	30	35
UNDER $14000	16	7	2	3	1	1	0	0	3

SOUTH ATLANTIC I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	30750	31800	32850	33900	35000	36050	37150	38200
UPPER QUARTILE	23950	25000	26050	27150	28200	29300	30400	31500	32600
MEDIAN	19450	20700	21950	23150	24350	25550	26650	27750	28800
LOWER QUARTILE	16450	17800	19150	20400	21650	22800	23900	24900	25800
LOWER DECILE	15200	16350	17500	18550	19600	20550	21450	22300	23000
MEAN	21500	22550	23650	24700	25750	26800	27800	28800	29750
TOTAL NUMBER	6	12	33	37	49	58	93	111	130
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	1	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	40300	43300	45950	48150	49850	50950	51450	51450	50200
UPPER QUARTILE	34700	37650	40250	42350	43900	44950	45600	45900	45800
MEDIAN	30700	33100	34900	36200	37100	37650	37950	38150	38200
LOWER QUARTILE	27350	29100	30250	31000	31400	31650	31800	31850	31900
LOWER DECILE	24250	25600	26500	27000	27350	27500	27600	27700	27700
MEAN	31550	33850	35600	36900	37750	38300	38600	38800	38850
TOTAL NUMBER	389	303	347	364	242	201	319	290	186
OVER $51000	8	3	18	30	17	27	39	27	33
UNDER $14000	0	0	0	1	0	0	0	0	1

SOUTH ATLANTIC I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20800	22250	23650	25050	26400	27700	28900	30100	31200
UPPER QUARTILE	20000	21000	22050	23100	24150	25200	26250	27250	28250
MEDIAN	19350	20100	20900	21700	22550	23350	24150	24950	25750
LOWER QUARTILE	18400	19050	19700	20350	21000	21650	22300	22900	23550
LOWER DECILE	17200	17700	18250	18800	19300	19800	20350	20800	21300
MEAN	19300	20150	21000	21850	22700	23550	24400	25200	26000
TOTAL NUMBER	381	453	384	402	344	302	332	282	276
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	2	1	1	2	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33100	35450	37050	38200	38950	39400	39650	39850	39950
UPPER QUARTILE	30100	32500	34300	35550	36230	36500	36550	36300	35900
MEDIAN	27250	29300	31000	32250	33000	33350	33300	32900	31850
LOWER QUARTILE	24700	26200	27400	28200	28650	28700	28500	27950	26700
LOWER DECILE	22150	23300	24150	24700	24900	24850	24550	23900	22550
MEAN	27500	29400	30850	31850	32400	32600	32550	32250	31700
TOTAL NUMBER	748	604	433	419	290	208	314	176	204
OVER $51000	0	0	0	1	0	0	1	3	2
UNDER $14000	16	7	2	2	1	1	0	0	2

SOUTH ATLANTIC I+G BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20700	21900	23100	24350	25650	26900	28200	29450	30700
UPPER QUARTILE	19900	20850	21850	22850	23900	24950	26000	27050	28050
MEDIAN	19200	20000	20800	21600	22450	23250	24100	24950	25750
LOWER QUARTILE	18300	18950	19600	20250	20900	21550	22200	22850	23500
LOWER DECILE	17000	17550	18100	18650	19200	19700	20250	20750	21250
MEAN	19100	19900	20750	21600	22450	23300	24150	25050	25900
TOTAL NUMBER	387	419	371	347	303	267	328	313	299
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	2	2	1	2	0	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	33100	36500	39500	42000	44000	45550	46600	47500	48050
UPPER QUARTILE	30100	32850	35250	37100	38400	39250	39650	39750	39450
MEDIAN	27350	29550	31450	32950	33950	34500	34700	34500	33650
LOWER QUARTILE	24700	26400	27800	28850	29550	29900	29950	29700	28800
LOWER DECILE	22200	23450	24500	25200	25650	25800	25750	25400	24600
MEAN	27550	29850	31800	33350	34400	35050	35300	35250	34650
TOTAL NUMBER	820	619	557	621	435	328	553	408	345
OVER $51000	1	0	6	18	11	16	31	19	27
UNDER $14000	16	7	2	3	1	1	0	0	3

SOUTH ATLANTIC I+G MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29800	31000	32200	33400	34550	35700	36800	37850
UPPER QUARTILE	0	25000	26100	27200	28300	29350	30450	31500	32500
MEDIAN	0	22100	23050	24000	24900	25850	26750	27650	28550
LOWER QUARTILE	0	21000	21600	22200	22850	23450	24100	24750	25350
LOWER DECILE	0	18650	19350	20000	20650	21250	21850	22450	23000
MEAN	0	23200	24150	25100	26050	27000	27900	28750	29600
TOTAL NUMBER	0	46	41	89	86	80	91	71	94
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39900	42600	44900	46750	48150	49250	50050	50700	51150
UPPER QUARTILE	34450	37100	39350	41200	42700	43800	44600	45300	45800
MEDIAN	30250	32500	34350	35750	36750	37400	37750	37900	37900
LOWER QUARTILE	26550	28300	29850	31100	32050	32600	32750	32450	30900
LOWER DECILE	24000	25250	26300	27050	27650	28050	28350	28600	28700
MEAN	31150	33250	34950	36250	37250	37950	38450	38800	39100
TOTAL NUMBER	271	245	189	137	86	72	71	52	38
OVER $51000	4	2	9	10	3	8	7	9	4
UNDER $14000	0	0	0	0	0	0	0	0	0

SOUTH ATLANTIC I+G PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	34500	0	0	38600	39950	41250	42500
UPPER QUARTILE	0	0	32150	0	0	34700	35550	36400	37250
MEDIAN	0	0	28450	0	0	30200	30850	31450	32100
LOWER QUARTILE	0	0	24950	0	0	26800	27450	28100	28750
LOWER DECILE	0	0	23250	0	0	24800	25300	25800	26300
MEAN	0	0	28900	0	0	31100	31850	32550	33300
TOTAL NUMBER	0	0	5	3	4	13	6	9	13
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	44800	47700	49850	51200	51850	51950	51700	51050	50000
UPPER QUARTILE	38950	41450	43850	46000	47900	49400	50500	51350	51200
MEDIAN	33350	35250	37200	39150	41000	42850	44550	46600	49400
LOWER QUARTILE	30050	31900	33700	35300	36600	37550	38150	38200	36400
LOWER DECILE	27300	28750	30050	31250	32200	32900	33300	33350	32050
MEAN	34750	36850	38800	40550	42050	43300	44250	45000	45250
TOTAL NUMBER	46	43	34	25	11	9	9	6	7
OVER $51000	3	1	3	3	3	3	2	2	4
UNDER $14000	0	0	0	0	0	0	0	0	0

SOUTH CENTRAL I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24900	25950	27000	28000	29050	30050	31050	32050	33000
UPPER QUARTILE	21500	22500	23500	24500	25450	26400	27350	28300	29150
MEDIAN	19900	20750	21600	22450	23250	24050	24850	25600	26300
LOWER QUARTILE	18800	19500	20200	20900	21550	22200	22800	23400	23950
LOWER DECILE	17200	17800	18350	18900	19450	20000	20500	21050	21500
MEAN	20400	21300	22150	23000	23850	24650	25450	26200	26950
TOTAL NUMBER	529	570	567	471	554	525	510	478	551
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	1	4	0	3	2	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34850	37400	39600	41450	42950	44100	45000	45800	46350
UPPER QUARTILE	30850	33050	34850	36350	37450	38300	38850	39350	39650
MEDIAN	27650	29350	30800	31900	32750	33350	33800	34150	34350
LOWER QUARTILE	25000	26300	27400	28200	28800	29250	29600	29850	30000
LOWER DECILE	22400	23600	24500	25200	25700	26000	26200	26250	26250
MEAN	28300	30100	31550	32700	33600	34250	34700	35100	35300
TOTAL NUMBER	1377	1013	869	934	869	658	890	934	680
OVER $51000	4	7	8	17	20	14	35	65	53
UNDER $14000	4	1	1	0	0	0	1	1	0

SOUTH CENTRAL I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28750	29950	31100	32300	33450	34550	35650	36750	37750
UPPER QUARTILE	25600	26550	27500	28400	29350	30250	31100	32000	32850
MEDIAN	17700	19500	21250	22950	24600	26150	27600	28900	30100
LOWER QUARTILE	18200	19400	20550	21700	22750	23800	24800	25700	26600
LOWER DECILE	14550	15850	17150	18350	19550	20700	21750	22700	23550
MEAN	21150	22350	23600	24800	25950	27100	28150	29150	30150
TOTAL NUMBER	6	12	10	26	50	63	72	71	123
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	39700	42300	44500	46300	47650	48700	49450	50100	50550
UPPER QUARTILE	34450	36650	38500	40100	41350	42350	43100	43750	44300
MEDIAN	32100	34200	35500	36300	36700	36950	37100	37150	37150
LOWER QUARTILE	28100	29850	31100	31950	32500	32850	33050	33200	33250
LOWER DECILE	25050	26650	27650	28300	28650	28850	28950	29050	29050
MEAN	31850	33950	35550	36650	37400	37900	38250	38450	38550
TOTAL NUMBER	344	289	286	372	337	282	361	455	323
OVER $51000	4	7	8	17	20	12	28	59	48
UNDER $14000	0	0	0	0	0	0	0	0	0

SOUTH CENTRAL I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24850	25750	26650	27500	28350	29200	30000	30750	31450
UPPER QUARTILE	21550	22450	23350	24200	25050	25900	26650	27400	28150
MEDIAN	19900	20750	21550	22300	23050	23800	24500	25150	25750
LOWER QUARTILE	18850	19500	20200	20800	21450	22050	22600	23150	23650
LOWER DECILE	17350	17900	18400	18900	19400	19900	20350	20800	21200
MEAN	20450	21250	22050	22800	23550	24250	24900	25550	26150
TOTAL NUMBER	523	558	557	445	504	462	438	407	428
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	4	0	3	2	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32300	34550	35950	37050	37900	38500	38900	39300	39500
UPPER QUARTILE	29450	31100	32400	33400	34100	34650	35000	35250	35450
MEDIAN	26900	28300	29400	30250	30850	31250	31550	31750	31900
LOWER QUARTILE	24550	25700	26550	27150	27550	27800	27950	28050	28100
LOWER DECILE	22000	23000	23800	24350	24750	25000	25150	25200	25200
MEAN	27250	28650	29700	30500	31100	31500	31800	32000	32100
TOTAL NUMBER	1033	724	583	562	532	376	529	479	357
OVER $51000	0	0	0	0	0	2	7	6	5
UNDER $14000	4	1	1	0	0	0	1	1	0

SOUTH CENTRAL I+G BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24750	25800	26800	27850	28850	29900	30900	31900	32850
UPPER QUARTILE	21500	22450	23400	24350	25300	26250	27150	28050	28900
MEDIAN	19900	20750	21550	22350	23150	23950	24700	25400	26100
LOWER QUARTILE	18850	19500	20200	20850	21500	22100	22700	23300	23850
LOWER DECILE	17250	17800	18300	18800	19300	19800	20300	20800	21250
MEAN	20400	21200	22050	22900	23700	24500	25250	26000	26750
TOTAL NUMBER	529	537	509	405	467	424	438	389	447
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	4	0	3	2	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34750	37350	39600	41550	43100	44350	45250	46100	46750
UPPER QUARTILE	30600	32800	34700	36200	37400	38300	38950	39550	39900
MEDIAN	27450	29150	30600	31750	32600	33250	33750	34150	34400
LOWER QUARTILE	24850	26200	27250	28100	28700	29200	29500	29800	30000
LOWER DECILE	22150	23300	24300	25050	25600	25950	26100	26150	26000
MEAN	28100	29900	31400	32600	33550	34250	34750	35150	35450
TOTAL NUMBER	1090	756	627	706	694	555	734	818	601
OVER $51000	3	4	7	15	16	13	33	56	46
UNDER $14000	3	1	1	0	0	0	0	1	0

SOUTH CENTRAL I+G MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	27350	28200	29050	29900	30750	31550	32350	33150
UPPER QUARTILE	0	23700	24600	25500	26400	27250	28100	28950	29750
MEDIAN	0	21350	22200	23050	23850	24600	25350	26100	26750
LOWER QUARTILE	0	19600	20300	21050	21700	22400	23050	23650	24200
LOWER DECILE	0	18450	19050	19600	20150	20700	21200	21700	22150
MEAN	0	22100	22900	23750	24500	25300	26050	26750	27450
TOTAL NUMBER	0	33	56	66	83	92	70	84	95
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34700	36800	38600	40050	41100	41800	42200	42350	42000
UPPER QUARTILE	31200	33150	34700	35850	36700	37200	37550	37800	37900
MEDIAN	28000	29650	30900	31900	32650	33150	33500	33800	33950
LOWER QUARTILE	25250	26600	27600	28400	28950	29350	29600	29800	29950
LOWER DECILE	23000	24100	24950	25600	26050	26400	26600	26750	26850
MEAN	28700	30300	31550	32500	33200	33700	34050	34300	34500
TOTAL NUMBER	262	225	202	182	150	93	148	107	70
OVER $51000	1	3	1	1	4	1	2	5	3
UNDER $14000	1	0	0	0	0	0	1	0	0

SOUTH CENTRAL I+G PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	42550	0	39100	38500
UPPER QUARTILE	0	0	0	0	0	39950	0	33450	32550
MEDIAN	0	0	0	0	0	30900	0	31250	31400
LOWER QUARTILE	0	0	0	0	0	25400	0	26100	26500
LOWER DECILE	0	0	0	0	0	19950	0	21750	22600
MEAN	0	0	0	0	0	30250	0	30850	31150
TOTAL NUMBER	0	0	2	0	4	9	2	5	9
OVER $51000	0	0	0	0	0	0	0	0	1
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38450	39850	41800	43550	44900	45750	46250	46500	46600
UPPER QUARTILE	32700	35050	37850	40250	41800	42650	43000	43200	43250
MEDIAN	31800	32500	33350	34350	35550	37000	38700	41500	48500
LOWER QUARTILE	27300	28500	29750	31050	32400	33800	35250	37200	40750
LOWER DECILE	24200	26300	27850	29000	29650	30050	30200	30250	30200
MEAN	31800	32800	33900	35050	36300	37600	39100	41200	45600
TOTAL NUMBER	25	32	40	46	25	10	8	9	9
OVER $51000	0	0	0	1	0	0	0	4	4
UNDER $14000	0	0	0	0	0	0	0	0	0

MOUNTAIN I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22400	23750	25150	26550	28050	29500	31000	32500	34000
UPPER QUARTILE	21550	22650	23750	24900	26050	27200	28400	29550	30750
MEDIAN	20700	21600	22550	23450	24400	25350	26250	27150	28000
LOWER QUARTILE	19750	20450	21100	21750	22450	23100	23750	24400	25000
LOWER DECILE	18150	18650	19100	19600	20100	20550	21000	21500	21950
MEAN	20400	21350	22300	23300	24250	25200	26200	27150	28050
TOTAL NUMBER	181	156	148	139	148	141	160	135	142
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36900	40900	44200	46650	48250	49100	49400	49350	48900
UPPER QUARTILE	33000	36050	38600	40450	41550	42100	42100	41650	40600
MEDIAN	29650	31800	33450	34500	35000	35000	34700	33950	32700
LOWER QUARTILE	26200	27750	28950	29750	30200	30300	30150	29600	28400
LOWER DECILE	22800	24000	25000	25800	26350	26650	26700	26500	25600
MEAN	29850	32200	34050	35350	36100	36400	36300	35900	35050
TOTAL NUMBER	376	367	364	343	330	227	295	227	170
OVER $51000	1	4	12	25	19	12	21	20	16
UNDER $14000	0	0	0	0	0	0	0	0	0

MOUNTAIN I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	28050	29700	31400	33100	34850	36550	38200
UPPER QUARTILE	0	0	27350	28600	29850	31100	32400	33650	34950
MEDIAN	0	0	25100	26050	27000	28000	28950	29950	30950
LOWER QUARTILE	0	0	24000	24500	25000	25550	26050	26600	27100
LOWER DECILE	0	0	21700	22050	22350	22700	23000	23350	23650
MEAN	0	0	25400	26350	27250	28200	29150	30100	31050
TOTAL NUMBER	1	0	7	7	11	13	18	23	35
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41400	45650	48850	50900	51900	52100	51800	51050	49950
UPPER QUARTILE	37400	40900	43900	46300	48000	49100	49600	49700	49250
MEDIAN	32900	35750	38300	40450	42050	43050	43500	43350	41850
LOWER QUARTILE	28150	29700	31150	32450	33650	34550	35250	35650	34950
LOWER DECILE	24300	25250	26200	27050	27850	28550	29150	29800	30300
MEAN	32850	35450	37750	39600	40950	41850	42200	42150	41200
TOTAL NUMBER	107	139	149	149	126	90	99	93	73
OVER $51000	1	4	12	24	19	12	21	19	16
UNDER $14000	0	0	0	0	0	0	0	0	0

MOUNTAIN I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22500	23700	24900	26150	27400	28650	29850	31050	32200
UPPER QUARTILE	21600	22600	23650	24700	25750	26800	27850	28850	29800
MEDIAN	20850	21650	22500	23300	24100	24950	25700	26500	27250
LOWER QUARTILE	19750	20400	21050	21700	22300	22950	23550	24100	24700
LOWER DECILE	18100	18550	19000	19450	19900	20350	20800	21200	21650
MEAN	20500	21350	22200	23050	23900	24750	25550	26350	27150
TOTAL NUMBER	180	156	141	132	137	128	142	112	107
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	34300	36900	38750	39750	40050	39900	39400	38600	37550
UPPER QUARTILE	31600	33850	35400	36250	36500	36250	35700	34800	33400
MEDIAN	28650	30400	31650	32450	32700	32550	32100	31250	29800
LOWER QUARTILE	25750	27150	28200	28900	29250	29250	29050	28500	27350
LOWER DECILE	22450	23550	24500	25200	25700	25950	26000	25700	24550
MEAN	28600	30400	31750	32600	32900	32850	32500	31800	30650
TOTAL NUMBER	269	228	215	194	204	137	196	134	97
OVER $51000	0	0	0	1	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

MOUNTAIN I+G BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22550	23900	25300	26650	28050	29400	30750	32100	33350
UPPER QUARTILE	21700	22700	23650	24650	25650	26650	27600	28550	29450
MEDIAN	20900	21550	22250	22950	23600	24250	24900	25550	26200
LOWER QUARTILE	19900	20350	20750	21150	21600	22000	22400	22850	23250
LOWER DECILE	17700	18050	18400	18750	19100	19500	19850	20200	20550
MEAN	20500	21300	22100	22900	23700	24500	25250	26000	26750
TOTAL NUMBER	181	123	107	96	87	80	102	85	86
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35800	39100	41750	43850	45450	46600	47350	48000	48350
UPPER QUARTILE	31250	33650	35700	37350	38600	39550	40250	40800	41250
MEDIAN	27400	29000	30350	31500	32300	32900	33300	33550	33650
LOWER QUARTILE	24100	25250	26400	27350	28200	28800	29250	29400	28550
LOWER DECILE	21300	22350	23300	24200	24950	25600	26000	26250	25800
MEAN	28150	30050	31650	32900	33850	34550	35000	35400	35650
TOTAL NUMBER	214	172	154	155	208	154	237	170	139
OVER $51000	1	1	3	3	6	8	13	11	12
UNDER $14000	0	0	0	0	0	0	0	0	0

MOUNTAIN I+G MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	23150	24550	26000	27450	28950	30450	31950	33450
UPPER QUARTILE	0	22900	23900	24900	25900	26950	28000	29050	30050
MEDIAN	0	22250	23050	23950	24800	25650	26500	27400	28200
LOWER QUARTILE	0	21300	22050	22750	23450	24150	24900	25550	26250
LOWER DECILE	0	20350	20950	21550	22150	22750	23300	23850	24400
MEAN	0	22000	22900	23800	24750	25700	26650	27550	28450
TOTAL NUMBER	0	33	41	42	55	53	46	28	33
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36350	40350	43700	46200	47850	48850	49300	49450	49250
UPPER QUARTILE	32100	34950	37500	39550	41050	42000	42500	42600	42150
MEDIAN	29850	32050	33800	35050	35700	35750	35350	34300	32000
LOWER QUARTILE	27500	29200	30500	31350	31750	31750	31350	30500	28650
LOWER DECILE	25350	26650	27600	28250	28600	28600	28400	27950	26900
MEAN	30250	32650	34600	36050	36950	37250	37150	36600	35250
TOTAL NUMBER	107	111	131	123	94	56	47	51	27
OVER $51000	0	2	3	6	6	2	4	6	3
UNDER $14000	0	0	0	0	0	0	0	0	0

MOUNTAIN I+G PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	28300	29850	31500	33150	34850
UPPER QUARTILE	0	0	0	0	27750	28950	30200	31500	32850
MEDIAN	0	0	0	0	26950	27950	28950	30000	31050
LOWER QUARTILE	0	0	0	0	25550	26500	27500	28450	29450
LOWER DECILE	0	0	0	0	25000	25750	26500	27250	28000
MEAN	0	0	0	0	27000	28000	29100	30200	31300
TOTAL NUMBER	0	0	0	1	6	8	12	22	23
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	38400	43600	48300	51700	53350	53150	51300	47350	0
UPPER QUARTILE	35600	39950	44150	47900	50650	52000	51650	48750	0
MEDIAN	33250	36500	39700	42550	44900	46400	47050	46450	0
LOWER QUARTILE	31350	34050	36350	37850	38400	37950	36500	33450	0
LOWER DECILE	29500	31550	33250	34500	35100	35050	34300	32400	0
MEAN	33600	37050	40250	42950	44800	45500	45050	42650	0
TOTAL NUMBER	55	84	79	65	28	17	11	6	4
OVER $51000	0	1	6	11	7	2	4	3	1
UNDER $14000	0	0	0	0	0	0	0	0	0

PACIFIC I+G ALL

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22900	24350	25850	27400	28900	30400	31900	33400	34800
UPPER QUARTILE	21850	22950	24100	25250	26450	27600	28800	30000	31200
MEDIAN	20300	21250	22250	23250	24300	25300	26300	27350	28300
LOWER QUARTILE	19150	20000	20800	21650	22500	23350	24200	25000	25850
LOWER DECILE	18050	18800	19500	20200	20950	21650	22350	23050	23700
MEAN	20500	21500	22550	23600	24700	25750	26800	27850	28900
TOTAL NUMBER	294	326	381	332	380	427	416	413	421
OVER $51000	0	0	0	0	0	0	1	1	0
UNDER $14000	1	2	1	1	1	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37550	41200	44250	46600	48300	49500	50250	50750	51000
UPPER QUARTILE	33550	36800	39550	41750	43300	44250	44750	44850	44550
MEDIAN	30250	32850	35050	36750	37950	38700	39100	39250	39200
LOWER QUARTILE	27400	29500	31200	32500	33300	33750	33900	33750	33250
LOWER DECILE	25000	26650	28000	28950	29500	29750	29700	29400	28700
MEAN	30850	33450	35600	37200	38300	38950	39300	39400	39300
TOTAL NUMBER	1236	1151	1300	1392	1200	904	1170	838	692
OVER $51000	2	4	17	55	69	61	98	66	74
UNDER $14000	0	0	0	0	0	0	0	0	0

PACIFIC I+G SUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	34150	35600	37050	38450	39800
UPPER QUARTILE	0	0	0	0	32350	33400	34450	35500	36500
MEDIAN	0	0	0	0	29300	30150	31050	31950	32850
LOWER QUARTILE	0	0	0	0	26750	27550	28350	29100	29900
LOWER DECILE	0	0	0	0	25350	26000	26600	27250	27900
MEAN	0	0	0	0	29600	30550	31500	32450	33350
TOTAL NUMBER	1	2	3	2	8	19	20	30	44
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	42350	45650	48200	49900	50900	51350	51400	51150	50650
UPPER QUARTILE	38500	41300	43750	45850	47450	48700	49500	50200	50550
MEDIAN	34550	37000	39200	41050	42500	43500	44150	44450	44100
LOWER QUARTILE	31400	33500	35350	36850	38050	38800	39250	39400	38900
LOWER DECILE	29100	30800	32250	33450	34350	34850	34950	34650	33050
MEAN	35100	37550	39600	41300	42500	43350	43800	44000	43750
TOTAL NUMBER	220	291	372	487	461	326	461	318	253
OVER $51000	1	3	14	44	63	55	82	57	64
UNDER $14000	0	0	0	0	0	0	0	0	0

PACIFIC I+G NONSUP

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22950	24350	25750	27150	28550	29900	31200	32500	33700
UPPER QUARTILE	21800	22900	24050	25200	26350	27450	28550	29650	30650
MEDIAN	20300	21250	22250	23200	24200	25150	26100	27000	27900
LOWER QUARTILE	19200	20000	20800	21650	22450	23250	24050	24800	25550
LOWER DECILE	18100	18800	19500	20200	20900	21550	22200	22850	23450
MEAN	20500	21500	22500	23550	24550	25550	26500	27450	28350
TOTAL NUMBER	293	324	378	330	372	408	396	383	377
OVER $51000	0	0	0	0	0	0	1	1	0
UNDER $14000	1	2	1	1	1	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36000	38900	41150	42850	44050	44800	45250	45550	45650
UPPER QUARTILE	32650	35150	37200	38700	39750	40450	40900	41200	41350
MEDIAN	29550	31700	33400	34650	35550	36150	36500	36700	36850
LOWER QUARTILE	26950	28750	30150	31100	31700	32000	32050	31950	31700
LOWER DECILE	24600	26050	27100	27800	28150	28200	28100	27750	27100
MEAN	30050	32200	33850	35000	35800	36250	36500	36650	36700
TOTAL NUMBER	1016	860	928	905	739	578	709	520	439
OVER $51000	1	1	3	11	6	6	16	9	10
UNDER $14000	0	0	0	0	0	0	0	0	0

PACIFIC I+G BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22600	23850	25150	26450	27750	29050	30400	31700	33000
UPPER QUARTILE	21650	22650	23650	24700	25750	26800	27850	28950	30000
MEDIAN	20150	21000	21900	22800	23700	24600	25500	26400	27250
LOWER QUARTILE	19000	19750	20550	21300	22050	22800	23550	24300	25050
LOWER DECILE	18000	18600	19200	19800	20450	21050	21650	22250	22800
MEAN	20250	21150	22050	23000	23950	24900	25850	26750	27700
TOTAL NUMBER	294	274	248	177	187	256	222	219	205
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	2	1	1	1	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	35500	39000	42000	44450	46300	47700	48700	49500	50100
UPPER QUARTILE	32100	35050	37600	39750	41300	42400	43000	43300	43150
MEDIAN	28950	31350	33350	34950	36150	36950	37450	37700	37750
LOWER QUARTILE	26400	28300	29850	31000	31750	32150	32250	32050	31500
LOWER DECILE	23900	25350	26550	27400	27900	28100	28050	27700	26750
MEAN	29450	31850	33900	35500	36650	37350	37750	37900	37750
TOTAL NUMBER	660	557	666	793	729	508	739	533	423
OVER $51000	1	2	7	18	27	24	44	38	43
UNDER $14000	0	0	0	0	0	0	0	0	0

PACIFIC I+G MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	25600	26900	28200	29500	30900	32250	33650	35050
UPPER QUARTILE	0	23700	24800	25950	27100	28250	29450	30650	31850
MEDIAN	0	22100	23050	24000	25000	26000	27000	28000	29000
LOWER QUARTILE	0	20750	21500	22300	23100	23950	24750	25600	26400
LOWER DECILE	0	19700	20400	21050	21700	22400	23050	23750	24400
MEAN	0	22500	23450	24450	25450	26450	27450	28450	29500
TOTAL NUMBER	0	52	127	144	181	147	162	152	161
OVER $51000	0	0	0	0	0	0	0	1	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	37750	41600	44950	47550	49400	50500	50950	50850	50050
UPPER QUARTILE	34250	37650	40700	43150	44900	45950	46300	46050	44700
MEDIAN	31000	33850	36350	38350	39750	40650	41000	40850	39900
LOWER QUARTILE	28050	30400	32550	34250	35550	36350	36650	36450	35100
LOWER DECILE	25750	27700	29450	30900	32050	32750	33100	33000	31800
MEAN	31450	34300	36800	38750	40200	41050	41400	41250	40300
TOTAL NUMBER	402	408	413	415	358	296	325	218	183
OVER $51000	0	1	7	22	24	27	28	15	17
UNDER $14000	0	0	0	0	0	0	0	0	0

PACIFIC I+G PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	34200	35100	36050	36950	37900	38850	39750
UPPER QUARTILE	0	0	30100	30900	31700	32550	33350	34250	35100
MEDIAN	0	0	27150	27850	28600	29350	30100	30850	31600
LOWER QUARTILE	0	0	25450	26050	26650	27300	27900	28550	29150
LOWER DECILE	0	0	24200	24700	25250	25750	26300	26850	27350
MEAN	0	0	28350	29050	29750	30450	31200	31900	32650
TOTAL NUMBER	0	0	6	11	12	24	32	42	55
OVER $51000	0	0	0	0	0	0	1	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	41600	44200	46600	48650	50300	51400	52000	52050	50500
UPPER QUARTILE	36850	39500	42100	44550	46750	48550	49900	50750	49500
MEDIAN	33150	35450	37750	39850	41700	43250	44300	44900	43550
LOWER QUARTILE	30400	32300	34050	35700	37100	38250	39000	39350	38250
LOWER DECILE	28400	29950	31450	32800	33950	34850	35500	35850	35050
MEAN	34100	36250	38350	40250	41950	43250	44200	44650	43350
TOTAL NUMBER	174	186	221	184	113	100	106	87	86
OVER $51000	1	1	3	15	18	10	26	13	14
UNDER $14000	0	0	0	0	0	0	0	0	0

APPENDIX

Participants in the 1980 EMC Engineers' Salary Survey

Respondents to the 1980 survey are listed on the following pages in accordance with their predominant product or service. The system used generally follows the Standard Industrial Classification Manual. As users of this manual know, companies do not always fall clearly into a single SIC code. EMC has used its own judgment as well as each respondent's self-classification to select the group in which each company fits best from an engineering employment viewpoint.

Since the SIC code does not identify several commonly-understood industry groupings such as the "aerospace industry" or the "research and development industry" EMC has made special combinations of technologically-oriented industry groups for the purpose of developing some of its salary curves. In order to provide salary curves truly characteristic of a special industry group, individual companies may have been included in more than one group. (For example, a company engaged in metallurgical research would be included in the metals group and also in the research group.) This should cause no problem to salary administrators, but does affect the number of salaries included in the various groups and data tables. In the list of participants, the following symbols identify respondents whose data are included in other groups.

A - also included in Aerospace data
P - also incldued in Petroleum data
R - also incldued in R&D data

MANUFACTURING INDUSTRY

AEROSPACE

Avco Corp.-Lycoming Division
Bendix Corp.
Bendix Corp-Flight Systems Div.
Boeing Vertol Co.-Boeing Ctr P32-02
Chandler Evans Co.-Div Colt Inds
Clifton Precision Litton Systems Inc.
Fairchild Space & Electronics Co.
Gates Learjet Corp.
General Dynamics Co.-Fort Worth Div.
General Electric Company
Gulton Inds
R HRB Singer Co.
ITT Corporation-Avionics Division
Kaman Aerospace Corp.
Lear Siegler Inc.
Litton Industries-Guidance & Controls
Lockheed Electronic-WSTF
Pan Am World Airways
RCA Corporation-Astro Electronics
Rocket Research Co.
TRW Defense-Space

CHEMICAL

Achem Products Inc.
American Synthetic Rubber Corp.
Armak Company
Cosmair Inc.
EB Industries Inc.
E. I. DuPont Co.
Engelhard Minerals & Chem Corp.
FMC Corp Alkali CHM
R Ferro Corp Tech CTR
W R Grace & Co.
B F Goodrich Co.
Kaiser AGR Chemicals
Kay Fries Inc.
Kerr-McGee Corp.
Lederle Laboratores
Eli Lilly & Co.
Lilly Indl Coatings Inc.
Lord Corp.
Marine Colloids
Miles Laboratories
Mississippi Chemical
NL Industries Inc.
Nalco Chemical Co.
National Lead Co.
Noxell Corp.
Oakite Products Inc.
Olin Corp.
Ortho Diagnostics Inc.
Revlon Inc.
Rohm & Haas Co.
Stauffer Chemicals-(30 Div)
Thiokol Chemical Cor
UOP Norplex Div
U S Borax & Chemical

ELECTRICAL EQUIPMENT

Allen-Bradley Co.
Bodine Electric Co.
Boston Insulated Wire & Cable Co.
Damon Corp.
Eltra Corp-Prestolite Elec Div
Emerson Electric Co.-Micro Div
Franklin Elec Co. Inc.
General Electric-Data Comm Prods
Harvey Hubbell Inc.
Hoover Worldwide Co.
Leviton Mfg. Co. Inc.
McGraw Edison PWR Sys
Milwaukee Elec Tool
Onan Corp.
Preformed Line Products Co.
Raymond Corp.
Western Electric Co.

ELECTRONIC EQUIPMENT

Allen-Bradley Co.
Alpha Industries
American Electronic Labs Inc.
Automatic Signal
Automatic Switch Co.
Avco Electrics Div.
Burroughs Corp.
Cardiac Pacemakers
Control Data Corp.
Dynamic Controls
Electro Corp.
Emerson Electric Co.-Wer Indust Div
E-Systems Inc.-Garland Div.
Evans & Sutherland Computer Corp.
Formation Inc.
Frederick Electronics
Gettys Mfg Co. Inc.
Globe-Union Inc.
Gulf & Western Ind-Eagle Signal Div
Hazeltine Corp.
Heath Co.
Jerrold Electronics Corp.
Jet Electronics & Tech Inc.
E F Johnson Co.
Key Tronic Corp.

LFE Corp.
Litton Systems Inc.-Amecom Div.
Lockheed Electronics
Lundy Elec & Sys Inc.
Magnavox Consumer Electronics Co.
Measurex Corporation
Medtronic Inc.
Microwave Semiconductor Corp.
Milton Bradley Co.
Nicolet Scientific Corp.
Nordan System Inc.
North American Philips Lighting Co.
Nuclear Data Inc.
Pako Corporation
Paradyne
Perkin-Elmer Corp.
Pyrotronics Corp.
Revere Corp. of Amer.
Rogers Corporation
Sanders Assoc. Inc.
Threshold Tech Inc.
A Westinghouse Elec Co.-Defense Ctr

FOODS

American Maize - Products Co.
Anderson, Clayton & Co.
Church's Fried Chicken Inc.
Coca-Cola Company
F & M Schaefer Brewing Company
Friendly Ice Cream
General Foods Corp.
Gerber Products Co.
Hardee's Food System
Hiram Walker & Sons
Jos Schlitz Brew Co.
Miller Brewing Co.
Stouffer Foods
Thomas J. Lipton Inc.
William Underwood Co.

INSTRUMENTS

Applied Research Lab
Bailey Meter Co.
Eberline Instrument Corp.
Fisher Controls Co.
Instrumentation Lab
Johnson Controls
Kollmorgen Corp.
Leeds & Northrup Co.
Narco Scientific Ind Inc.
Sperry Rand Corp.
Taylor Instrument Co-Div Sybran
Teledine Avionics
Water Associates Inc.

MACHINERY

Allis-Chalmers Corp.
Artisan Industries
Bauer Bros Co.
Bird Machine Co. Inc.
Buffalo Forgec
Deere & Co.
Fiber Controls Corp.
Garden Way Mfg Co.
Gardner-Denver Co.
Gehl Co.
Houdailles-Viking Div.
Hyster Company
Ingersoll-Rand Co.-New Hamp. (5 Div)
Kelley Company Inc.
Kershaw Mfg. Co. Inc.
Koppers Co. Inc.
Leesona Corp.
Leybold Heraeus Vaccuum Prods
Lilliston Corp.
Markem Corp.
Monroe the Calculato Co. Linton Ind.
Roper Pump Co.
S. Bend Automotive Dv
Sperry New Holland
Stone Platt Ind Ltd.
Timken Co.
Tuthill Pump Co.
Vermeer Mfg. Co.
R Warner & Swasey
Weber Marking Stms
Wehr Corp.
Wheelabrator Frye

METALS, (BASIC)

R Amex Base Metals Res & Dev Inc.
Engelhard Industries
R International Nickel
Laclede Steel Co.
Standard Steel Div. of Titanm

METAL PRODUCTS, FABRICATED

Abex Denison Div
ACCO Chain Div
AMP Incorporated
Ansul Co.
ARO Corp.
R Babcock & Wilcox Co.-Pwr Gen GRP

Baltimore Aircoil Co. Inc.
Brand Rex Co.
Brunswich Corp.
Buckbee Mears Co.
Butler Mfg. Co.
Cargocaire Engrg. Corp.
Chicago Bridge & Iron Co.
Duo-Fast Corp.
Fafnir Bearin Div of Textron
General Cable Corp.
Goulds Pumps Inc.
H. H. Robertson Co.
Hitachi Magnetics Corp.
Hobart Corp.
Holland Company
Ideal Corp.
Ingersoll-Rand Co.
Jacuzzi Bros. Inc.
Johnson Div. UOP
R King Labs Inc.
Kohler Co.
Lakeside Bridge & Steel Co.
Lancaster Mach Knife Works
L.B. Foster Co. Inc.
Maytag Co.
Metex Corp.
Mitchell Engrg. Co.
Modine Mfg. Co.
Nooter Corp.
Norris Industries
NRC Inc.
Olin Corp.
Paceco - Div. of Fruehauf Corp.
P. Coyne - Brunswich Corp. (2 Div)
Rapistan Inc.
Rochester Corp.
Rockwell Internatnl
Schwinn Bicycle Co.
Sperry Vickers - Div Sperry Rand
TRW-Ross Gear Div.
United Nuclear Corp.
Vendo Company
Walter Kidde & Co.
Whirlpool Corp-Administrative Ctr
Worcester Controls

PAPER AND WOOD

Chesapeake Corp of Virginia
Consolidated Papers
Esselte Pendaflex
Mead Paper-Forms Paper Div.
Potlatch Corporation
Simpson Timber Co.
Temple-Eastex Inc-Eastex Div.
Westvaco (2 Div)
R Weyerhaeuser Co.-Res & Dev.

PETROLEUM

Armada Hess Corp.
Atlantic Richfield
Caltex Petroleum
P Continental Oil Co-Wrenshall Ref.
Equity Oil Co.
R Exxon Res & Engrg Co.
Witco Chem Corp.-Kendall Amalie Div.
Kerr-McGee Corp. (2 Div)
P Koch Regining Co.
Mobil Oil Co.-Beaumont Refinery
P Pennzoil Producing Company
Santa Fe Engrg Svc
R Standard Oil of Ohio
Sun Production Co.
Tenneco Oil Co.
R Tesoro Petroleum Corp.

MANUFACTURING, MISC.

American Enka Co.
Bendix Corp.-Friction Matls. Div.
BMW of North America, Inc.
B. F. Goodrich Co.
R Borg-Warner Research Center
Brockway Glass Co.
Brunswick Corp.
Cabot Corp.
Capitol Plastics of Ohio Inc.
Colt Inds. Inc.-Holley Carburetor
Conwed Corp.
Dana Corp.
Dayco Corp.
Dravo Corp.
General Dynamics Co.
Gould Inc.
Green Tweed & Co.
Inst of Gas Tech
Intertherm Inc.
J.P. Stevens & Co. Inc.
Kimberly-Clark Corp.
King Seeley Thermos Co.
Lord Co.
Maryland Shipbuilding & Drydock Co.
National Steel & Shipbuilding Co.
North Jersey Dist. Water Supply Comm.
Norton Co.
Parker Pen Co.
Peterson Mfg. Co.

Presto Products Inc.
Robert Bosch Corp.
Rogers Corp.
Sealed Power Corp.
Sioux Tools Inc.
Smithers Co.-Smithers Oasis Div
Swiftships-LaFitte
Teledyne Cont. Motors-Gen Prod Div

NON-MANUFACTURING

COMMUNICATION

Carolina Tel & Telegraph Co.
Comsat Corporation
General Telephone Co. of Southeast
Harris Corp-Broadcast Prods Div.
Lincoln Telephone Co.
Western Union Telegraph Co.

CONSULTANTS, ENGRG & ARCHITECTURAL

ABAM Engineers Inc.
Alfred Benesch & Co.
Alvord-Burdick & Howson Engrs
BDM Corp.
Benedict, Bowman, Craig & Moos
Briley Wild & Assoc.
Burgess & Niple Ltd.
Burns & Roe Inc.
Camp Dresser & McKee
Capitol Engineering
Caudill, Rowlett & Scott
CE Williams & Assoc.
CH2M-Hill, Inc.
Charles River Assoc.
Commonwealth Assoc.
R Computer Sciences Corp Sys Div
Conkey & Associates
Crandall Dry Dock En.
CR Velzy Assoc Inc.
Daily & Associates
Dames & Moore
Daniel, Mann, Johnson & Mendenhall
Dappolonia Cnslt Eng.-Pitt, PA (9 div)
Ebasco Services Inc.
ES Preston Assoc. Inc.
Ferver Engr. Co.
Fromherz Engineers
Gannett, Fleming, Corddry, Carpenter
Goodkind & Odea Inc.
Greeley & Hansen
Griener Engineering Sciences Inc.
Hardest & Hanover
Harza Engineering Co.
Haven & Emerson Inc.
Homer L. Chastain & Associates
HTB Inc.
Kennedy/Jenks Engineers
Leroy Crandall Assoc.
O'Brien & Gere Engineers Inc.
Parsons, Brinckerhoff Quade & Douglas
Peabody Process Systems
Post Buckley Schuh & Jernigan Inc.
Richardson Gordon & Assoc.
R Sargent & Lundy
Schaefer, Johnston, Lichtenwalter
Stanley Cnslts, Inc.
Tammen & Bergendoff-Cleveland (2 div)
Tillitt & Associates Inc.
Tudor Engrg. Co.
Turner Collie & Braden Inc.
URS Forrest & Cotton
URS John Blume Assoc.
Van Zelm Heywood & Shadford Inc.
Wallace Holland Kastler Schmitz Co.
Warren & Van Praag
Wiley & Ham

CONSTRUCTION

Al Johnson Contruct
Dravo Corp. (2 Div)
Hilti Inc.
L E Myers Co.
Midrex Corp.
MKEBX Construct Co.
Northwest Electric
Pendleton Construction Corp.
Raymond Internatl Builders
Rust Engineering Co.
Wismer & Becker Contracting Engrs.
W. M. Lyles Co.
United Engineers & Constructors (2 Div)

ENGINEERING SERVICES

Bank Building Corp.
P Core Labs Inc.
Dayton T. Brown Co.
Dresser Engrg. Co.
Holmes & Narver Inc.
Kerr-McGee Corp.
Page Communication Engineers Inc.
Quest Research Corp.
Underwriters Labs
R Ralston Purina Co.
Scientific Design Co.

MINING

Freeport Sulphur Co.
Gulf Mineral Resources Co.
Kerr-McGee Corp. (3 div)
Pittsburgh Pacific Co.
P Terra Resources Inc.

RESEARCH ORGANIZATIONS

Aerospace Corp.
American Can Co.-Tech Center
Argonne Natl Lab
Asarco Incorporated
Bell Telephone Labs
Brookhaven Natl Lab
R Bus Forms Inc.
Climax Molybdenum Co.
Dart Industries
Dictaphone Corp.
Duracell Intl Inc.
Ensco Inc.
Falcon Res & Dev Co.
Fermi Natl Accel Lab
General Research Co.
General Research Corp.
Gould Laboratories - (2 div)
GTE Automatic Electric Labs
GTE Laboratories
Halcon Research & Dev Corp.
Jim Walter Rsch Corp.
Life Systems Inc.
Oceanographic Inst.
Philips Laboratories
Prototype Dev Assn.
Rand Corporation
RE/SPEC Inc.
Sandia Laboratories-New Mexico
P Standard Oil (Indiana)
Sverdrup/Aro Inc.
Syracuse Research Corp.
Systan Inc.
System Development
Terratek
U of Dayton RS Inst.
W R Grace & Co.

ELECTRIC UTILITIES

Alabama Power Co.
Allegheny Power Service Corp.
Appalachian Power Co.
Arizona Pub Serv Co.
Ark Power & Light Co.
Carolina Power & Light Co.
Central Nebraska Pub Power Irrig
Cincinnati Gas-Elec
Clay Electric Coop
Commonwealth Edison
Consolidated Edison
Dairyland Power Coop
Detroit Edison Co.
Duke Power Co.
Duquesne Light Co.
Electric Power Bd of Chattanooga
Fort Collins Light & Power
GPU Service Corp
Grant County Public Util Dist
Gulf Power Co.
Illinois Power Co.
Iowa Ill Gas & Electric
Iowa Power
Kansas City Power & Light Co.
Minnesota Power & Light Co.
Mississippi Power Co.
Mississippi Power & Light Co.
Montana Power Co.
Nebraska Public Power Dist.
New Orleans Pub Serv
Northeast Utilities
NY State Electric & Gas Corp.
Omaha Pub Power Dist.
P Orange & Rockland Utilities Inc.
Penn Pwr & Light Co.
Philadelphia Elec Co
Public Serv Co of NH
Pub Serv Elec & Gas
Public Utility Dist #1-Snohomish Co.
Savannah Elec & Pwr
South Carolina Electric & Gas
Southeastern Ill Electric Corp. Inc.
Southern Servs Inc.
System Fuels Inc.
Tampa Electric Co.
Texas Utilities Services
Tri-State Gen & Trans
Union Electric Co.
Virginia Electric & Power Company
Washington Pub Pwr Supply System
Wisconsin Elec Power

GAS UTILITIES & PIPELINES

Algonquin Gas Transmission Co.
Colorado Interstate
El Paso Natural Gas
P Gasco Inc.
Lone Star Gas Co.

- Natural Gas Pipeline
- Northern Natural Gas
- Northwest Alaskan Pipeline Co.
- Panhandle Eastern Pipe Line Co.
- Peoples Gas Light & Coke Co.
- Southern Nat Gas Co.
- Southern Union Gas Co.
- Texas Eastern Trans.
- Texas Gas Trans Corp.
- Transco Cos Inc.
- United Gas Pipeline
- Washington Gas Light

MISCELLANEOUS NON-MANUFACTURING

- Allendale Mutual Insurance Co.
- American Petroleum Institute
- Connecticut Water Co.
- Jewel Companies Inc.
- National Radio Astrometry Observ.
- Norfolk Western Railroad
- Philadelphia Suburban Water
- Port Authority of N.Y. & N.J.
- Portland Cement Assoc.
- Portland Pipeline
- Welding Design & Fabrication

FORM A

DO NOT DETACH THIS PAGE — SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1980

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization: ______________________

Address: ______________________

City: ______________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ______________________

Tel. No. (   )- __________

RETURN THIS ENTIRE DATA FORM AND FORM B TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

AAES
AMERICAN ASSOCIATION
OF ENGINEERING SOCIETIES
345 EAST 47th STREET
NEW YORK, NEW YORK 10017 TELEPHONE 212-644-7840
Engineering Manpower Commission

MEMBER SOCIETIES
American Society of Civil Engineers
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.
The American Society of Mechanical Engineers
The Institute of Electrical & Electronics Engineers
American Society for Engineering Education
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.
American Society of Agricultural Engineers
American Institute of Chemical Engineers
National Council of Engineering Examiners
Society of Manufacturing Engineers
National Society of Professional Engineers
National Institute of Ceramic Engineers
Society of Plastics Engineers, Inc.
American Society for Quality Control
Standards Engineers Society
American Institute of Industrial Engineers, Inc.
Society of Fire Protection Engineers
Society of Women Engineers
American Institute of Plant Engineers
American Association of Cost Engineers

ASSOCIATE SOCIETIES
Air Pollution Control Association
American Society for Metals
The Society of American Military Engineers
Society of Allied Weight Engineers, Inc.
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Society of Packaging and Handling Engineers
International Material Management Society
American Society of Gas Engineers
American Academy of Environmental Engineers
American Consulting Engineers Council

REGIONAL SOCIETIES
Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Engineering Societies of New England, Inc.
International Material Management Society New Jersey Chapter, Inc.
Danville Engineers Club

March, 1980

To Corporate Salary Administrators and Other Personnel Executives:

The Engineering Manpower Commission will conduct its fourteenth consecutive biennial survey of Engineering Salaries in 1980. As a significant employer of Engineering Personnel you are invited to participate. The rates submitted should be those in effect March 1, 1980. Your reply is requested to reach this office by April 15, 1980. Salaries for those who graduated in the first quarter of 1980 should be combined with the 1979 graduates. We regret that any data received later than April 30, 1980, cannot be included in the results. Participants in the survey will be sent a complimentary set of the curves for their specific industry group.

You are probably already familar with our survey and the salary curves we publish from it. Salary data are reported in a form directly useable by most salary managers. Median salaries are reported on the basis of experience broken down by such variables as industry group, supervisory status and degree level. The Engineering Salary Survey has been conducted in its present form biennially since 1953, thereby, providing salary trend continuity over a period of more than twenty-five years.

The Engineering Salary Survey is conducted by the Engineering Manpower Commission of the American Association of Engineering Societies. Since AAES is a public service organization, broadly representative of the engineering profession, our reports are recognized as authoritative and impartial. In addition, we provide complete assurance of the confidentiality of the data submitted to us.

This year's data forms are similar to those of previous years, with the white form for non-supervisory engineers and the yellow one for supervisory engineers. Please follow closely the instructions on the forms and return all parts to us. To permit the most accurate breakdown of our salary statistics, we ask that diversified companies use separate forms to report components that are in different industry groups or locations. If you need additional forms, we will be glad to provide them.

We hope you will join our other survey participants in helping to make this survey a success.

Sincerely,

Patrick J Sheridan

Patrick J. Sheridan
Manager, Manpower Activities

FORM A
(Please also complete Form B)

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1980

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-5 to enable correct classification of your reply.

Fill in the salary data for non-supervisory engineering graduates on the inside of this form. Also provide data for supervisory engineering graduates on Form B.

THEN FILL OUT THE TEAR-OFF STRIP on the right, giving the name of the reporting organization and the person to contact. **DO NOT DETACH** — send the entire form to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** ____________
2. Total number of employees in organization or unit covered by this report (approx): ____________
3. Total number of engineering graduates employed in this organization or unit: ____________
4. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ____________
5. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)

31 Aerospace
37 Automotive & railroad equipment
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
46 Ordnance
53 Paper products
18 Petroleum
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (Please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)

88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)

01 Federal
02 State
03 Local

Educational Institutions (Specify Type)

91 Colleges & universities
93 Technical institutes & junior colleges
94 Professional societies & non-profit institutions

PROFESSIONAL INCOME OF ENGINEERS—1980

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree**, to give a common basis for comparison. If year of graduation cannot be given, report by age. **(average 1979 graduate is 23, etc.)**

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock **options, bonuses, etc.**

NON-SUPERVISORY ENGINEERS — should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please include non-supervisory engineering graduates who are currently in non technical positions.** If any engineering graduates must be omitted please describe on line 5 of the cover page of this form. **Do not report part time employees.**

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD	1979 (23)	1978 (24)	1977 (25)	1976 (26)	1975 (27)	1974 (28)	1973 (29)	1972 (30)	1971 (31)	1968-1970 (32-34)	1965-1967 (35-37)	1962-1964 (38-40)	1959-1961 (41-43)	1956-1958 (44-46)	1953-1955 (47-49)	1950-1952 (50-52)	1947-1949 (53-57)	UP TO 1946 (58-)	
101	$51,000 & over																			101
102	$48,000-50,999																			102
103	$45,000-47,999																			103
104	$42,000-44,999																			104
105	$39,000-41,999																			105
106	$37,000-38,999																			106
107	$35,000-36,999																			107
108	$33,000-34,999																			108
109	$31,000-32,999																			109
110	$29,000-30,999																			110
111	$27,000-28,999																			111
112	$26,000-26,999																			112
113	$25,000-25,999																			113
114	$24,000-24,999																			114
115	$23,000-23,999																			115
116	$22,000-22,999																			116
117	$21,000-21,999																			117
118	$20,000-20,999																			118
119	$19,000-19,999																			119
120	$18,000-18,999																			120
121	$17,000-17,999																			121
122	$16,000-16,999																			122
123	$15,500-15,999																			123
124	$15,000-15,499																			124
125	$14,500-14,999																			125
126	$14,000-14,499																			126
127	Less than $14,000																			127

	MASTERS DEGREE HIGHEST HELD																			
201	$51,000 & over																			201
202	$48,000-50,999																			202
203	$45,000-47,999																			203
204	$42,000-44,999																			204
205	$39,000-41,999																			205
206	$37,000-38,999																			206
207	$35,000-36,999																			207
208	$33,000-34,999																			208
209	$31,000-32,999																			209
210	$29,000-30,999	DO NOT USE THESE SPACES																		210
211	$27,000-28,999																			211
212	$26,000-26,999																			212
213	$25,000-25,999																			213
214	$24,000-24,999																			214
215	$23,000-23,999																			215
216	$22,000-22,999																			216
217	$21,000-21,999																			217
218	$20,000-20,999																			218
219	$19,000-19,999																			219
220	$18,000-18,999																			220
221	$17,000-17,999																			221
222	$16,000-16,999																			222
223	$15,500-15,999																			223
224	$15,000-15,499																			224
225	$14,500-14,999																			225
226	$14,000-14,499																			226
227	Less than $14,000																			227

	DOCTORS DEGREE HIGHEST HELD																			
301	$51,000 & over																			301
302	$48,000-50,999																			302
303	$45,000-47,999																			303
304	$42,000-44,999																			304
305	$39,000-41,999																			305
306	$37,000-38,999																			306
307	$35,000-36,999																			307
308	$33,000-34,999																			308
309	$31,000-32,999																			309
310	$29,000-30,999	DO NOT USE THESE SPACES	DO NOT USE THESE SPACES																	310
311	$27,000-28,999																			311
312	$26,000-26,999																			312
313	$25,000-25,999																			313
314	$24,000-24,999																			314
315	$23,000-23,999																			315
316	$22,000-22,999																			316
317	$21,000-21,999																			317
318	$20,000-20,999																			318
319	$19,000-19,999																			319
320	$18,000-18,999																			320
321	$17,000-17,999																			321
322	$16,000-16,999																			322
323	$15,500-15,999																			323
324	$15,000-15,499																			324
325	$14,500-14,999																			325
326	$14,000-14,499																			326
327	Less than $14,000																			327

Please complete and return this form to . . .

ENGINEERING MANPOWER COMMISSION
345 East 47th Street
New York, New York 10017

as promptly as possible.

Please use this form for reporting salaries of all **non-supervisory** engineering graduates, including those who are in non-technical positions. **SUPERVISORY ENGINEERS SHOULD BE REPORTED ON FORM B.**

EXAMPLE OF COMPLETED FORM

Please report the number of individuals in each appropriate block as indicated below.

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)													
	BACHELORS DEGREE HIGHEST HELD		1979 (23)	1978 (24)	1977 (25)	1976 (26)	1975 (27)	1974 (28)	1973 (29)	1972 (30)	1971 (31)	1968-1970 (32-34)	1965-1967 (35-37)	1962-1964 (38-40)	1959-1961 (41-43)	1956-1958 (44-46)
101	$51,000 & over															
102	$48,000-50,999	$3,000														
103	$45,000-47,999															
104	$42,000-44,999										1					
105	$39,000-41,999															
106	$37,000-38,999	$2,000 intervals						1		9						
107	$35,000-36,999								2	1	1					
108	$33,000-34,999						1		3							
109	$31,000-32,999				4	2	7	8		1						
110	$29,000-30,999				1	2	3	1	2							
111	$27,000-28,999			3	12	10					1					
112	$26,000-26,999	intervals	2	8	3	4		1								
113	$25,000-25,999		5	6	2											
114	$24,000-24.999															

FORM B
(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1980

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-5 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEET ON FORM A and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** ______
2. Total number of employees in organization or unit covered by this report (approx): ______
3. Total number of engineering graduates employed in this organization or unit: ______
4. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ______
5. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ______ Reason: ______

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive & railroad equipment
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
46 Ordnance
53 Paper products
18 Petroleum
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (Please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Technical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

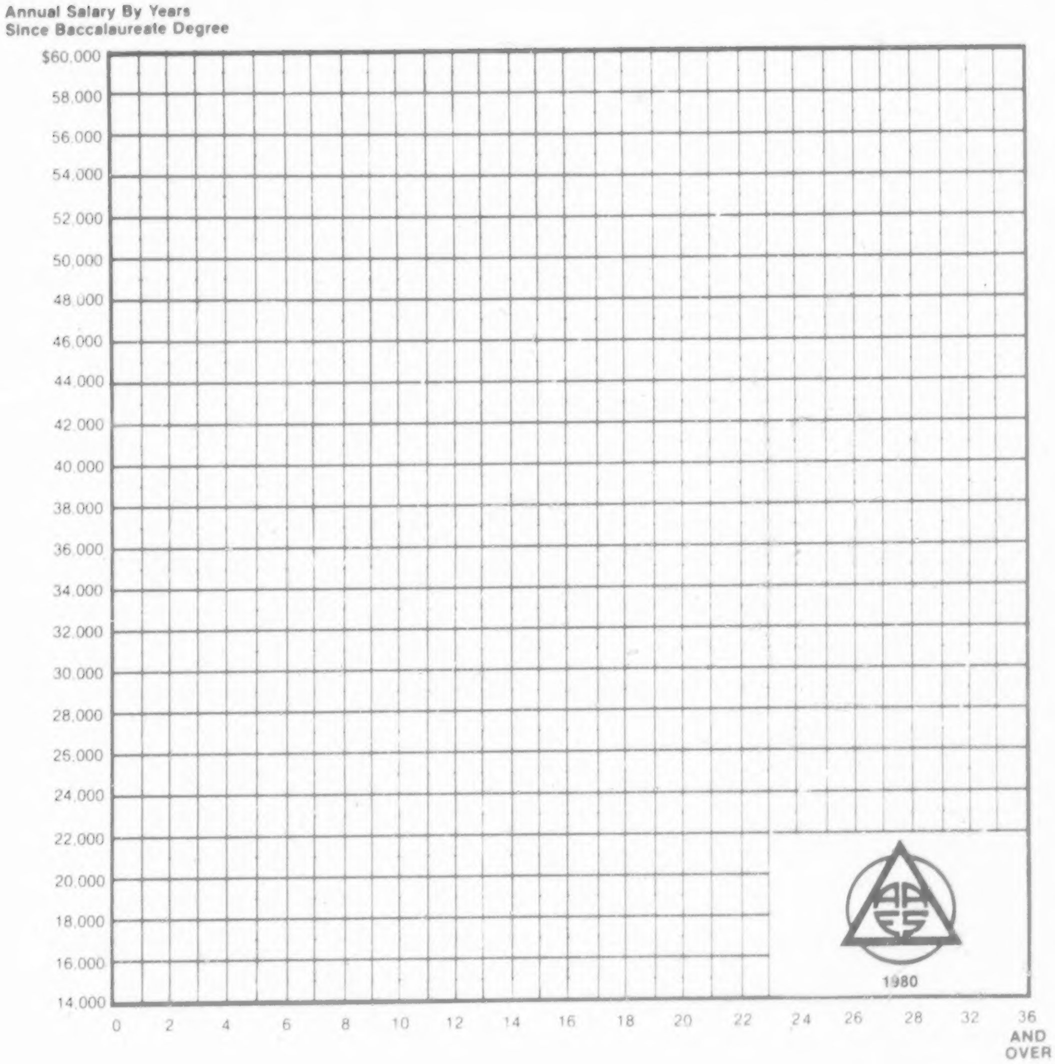
IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree**, to give a common basis for comparison. If year of graduation cannot be given, report by age (**average 1979 graduate is 23, etc.**)

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

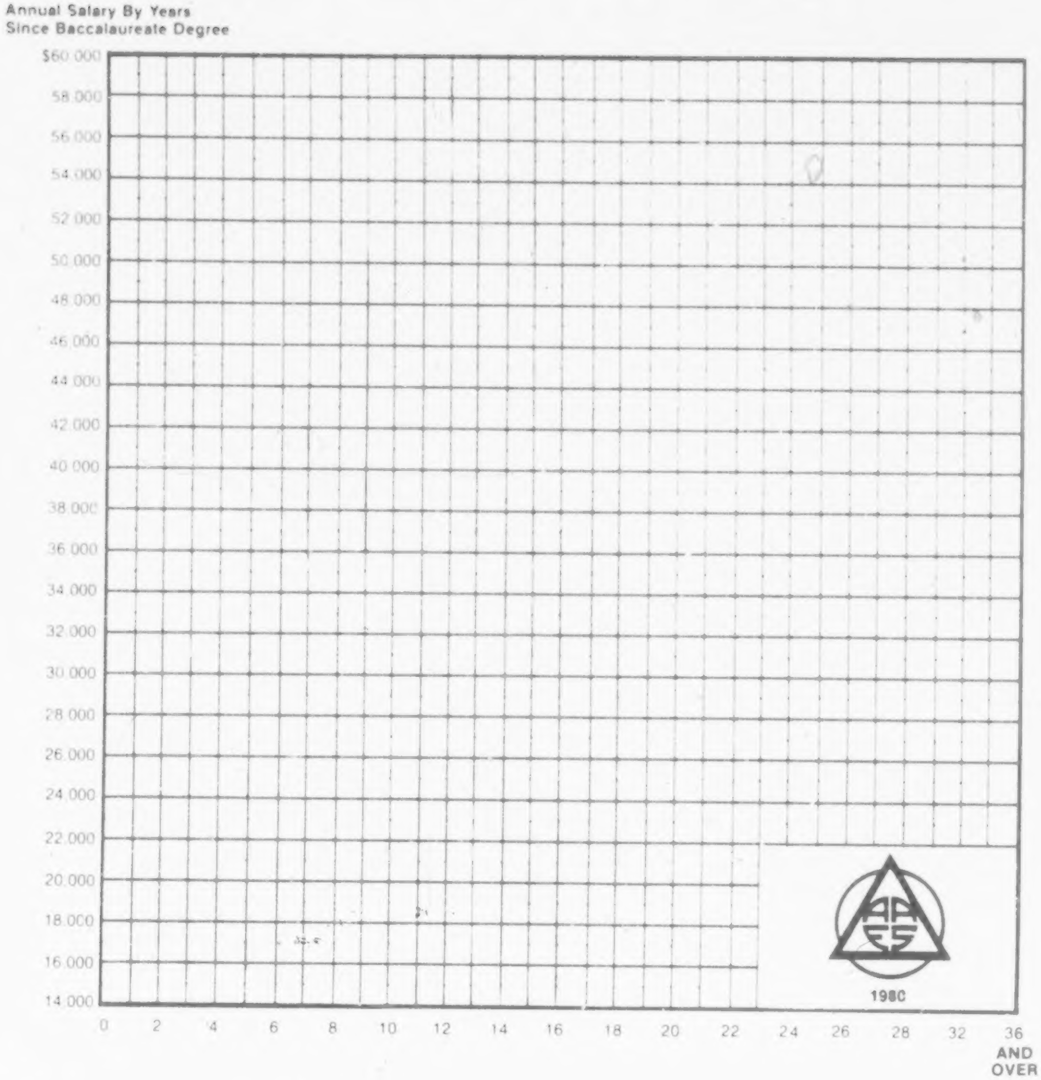
SUPERVISORY ENGINEERS — should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please report all supervisory engineering graduates, including those who are in general management or non-technical positions. If any must be omitted,** please describe them on line 5 of the cover page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD		1979 (23)	1978 (24)	1977 (25)	1976 (26)	1975 (27)	1974 (28)	1973 (29)	1972 (30)	1971 (31)	1968-1970 (32-34)	1965-1967 (35-37)	1962-1964 (38-40)	1959-1961 (41-43)	1956-1958 (44-46)	1953-1955 (47-49)	1950-1952 (50-52)	1947-1949 (53-57)	UP TO 1946 (58+)	
101	$51,000 & over																				101
102	$48,000-50,999	$3,000																			102
103	$45,000-47,999																				103
104	$42,000-44,999																				104
105	$39,000-41,999																				105
106	$37,000-38,999	$2,000 intervals																			106
107	$35,000-36,999																				107
108	$33,000-34,999																				108
109	$31,000-32,999																				109
110	$29,000-30,999																				110
111	$27,000-28,999																				111
112	$26,000-26,999	$1,000 intervals																			112
113	$25,000-25,999																				113
114	$24,000-24,999																				114
115	$23,000-23,999																				115
116	$22,000-22,999																				116
117	$21,000-21,999																				117
118	$20,000-20,999																				118
119	$19,000-19,999																				119
120	$18,000-18,999																				120
121	$17,000-17,999																				121
122	$16,000-16,999																				122
123	$15,500-15,999	$500 intervals																			123
124	$15,000-15,499																				124
125	$14,500-14,999																				125
126	$14,000-14,499																				126
127	Less than $14,000																				127
	MASTERS DEGREE HIGHEST HELD																				
201	$51,000 & over																				201
202	$48,000-50,999	$3,000																			202
203	$45,000-47,999																				203
204	$42,000-44,999																				204
205	$39,000-41,999																				205
206	$37,000-38,999	$2,000 intervals																			206
207	$35,000-36,999																				207
208	$33,000-34,999																				208
209	$31,000-32,999																				209
210	$29,000-30,999		DO NOT USE THESE SPACES																		210
211	$27,000-28,999																				211
212	$26,000-26,999	$1,000 intervals																			212
213	$25,000-25,999																				213
214	$24,000-24,999																				214
215	$23,000-23,999																				215
216	$22,000-22,999																				216
217	$21,000-21,999																				217
218	$20,000-20,999																				218
219	$19,000-19,999																				219
220	$18,000-18,999																				220
221	$17,000-17,999																				221
222	$16,000-16,999																				222
223	$15,500-15,999	$500 intervals																			223
224	$15,000-15,499																				224
225	$14,500-14,999																				225
226	$14,000-14,499																				226
227	Less than $14,000																				227
	DOCTORS DEGREE HIGHEST HELD																				
301	$51,000 & over																				301
302	$48,000-50,999	$3,000																			302
303	$45,000-47,999																				303
304	$42,000-44,999																				304
305	$39,000-41,999																				305
306	$37,000-38,999	$2,000 intervals																			306
307	$35,000-36,999																				307
308	$33,000-34,999																				308
309	$31,000-32,999																				309
310	$29,000-30,999		DO NOT USE THESE SPACES	DO NOT USE THESE SPACES																	310
311	$27,000-28,999																				311
312	$26,000-26,999	$1,000 intervals																			312
313	$25,000-25,999																				313
314	$24,000-24,999																				314
315	$23,000-23,999																				315
316	$22,000-22,999																				316
317	$21,000-21,999																				317
318	$20,000-20,999																				318
319	$19,000-19,999																				319
320	$18,000-18,999																				320
321	$17,000-17,999																				321
322	$16,000-16,999																				322
323	$15,500-15,999	$500 intervals																			323
324	$15,000-15,499																				324
325	$14,500-14,999																				325
326	$14,000-14,499																				326
327	Less than $14,000																				327



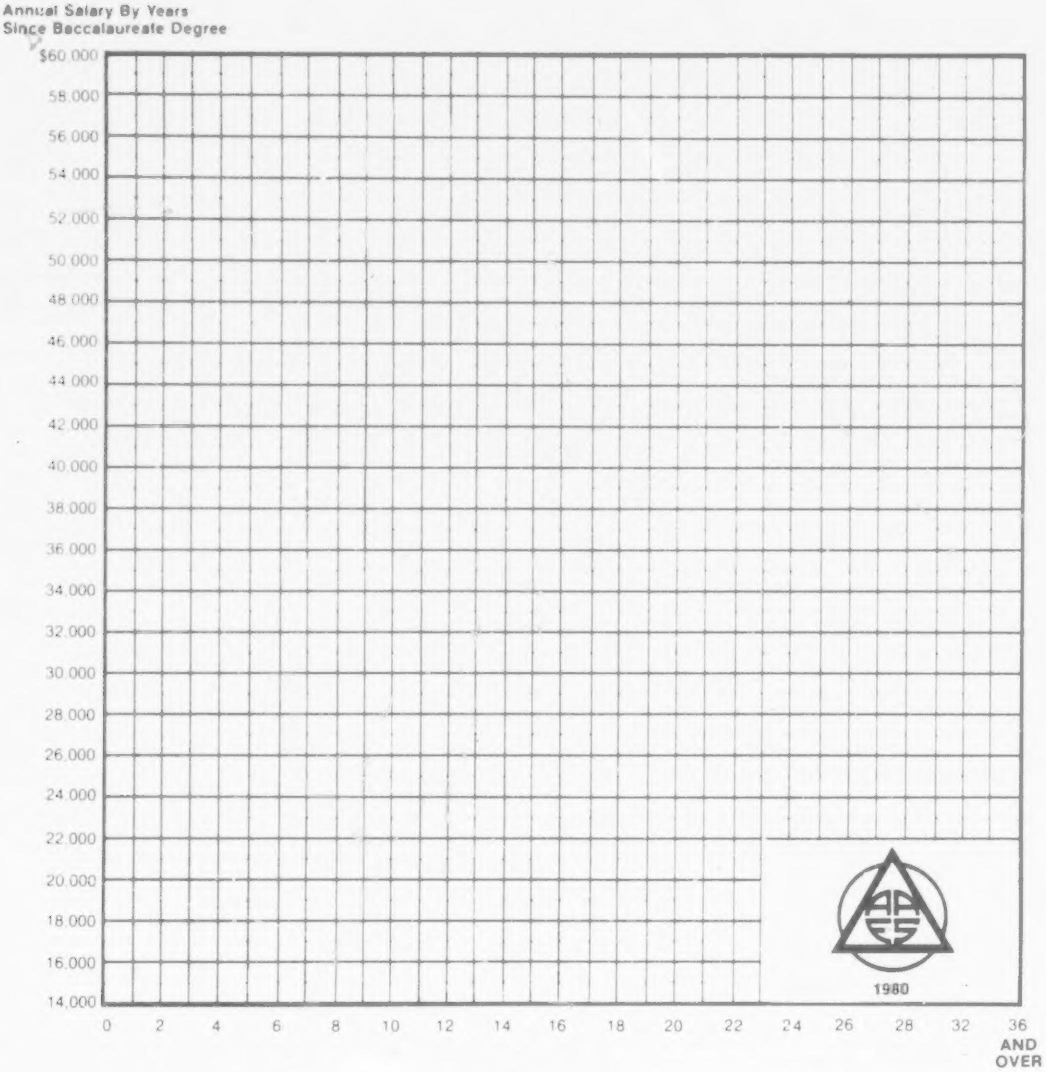
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	▬▬▬
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪



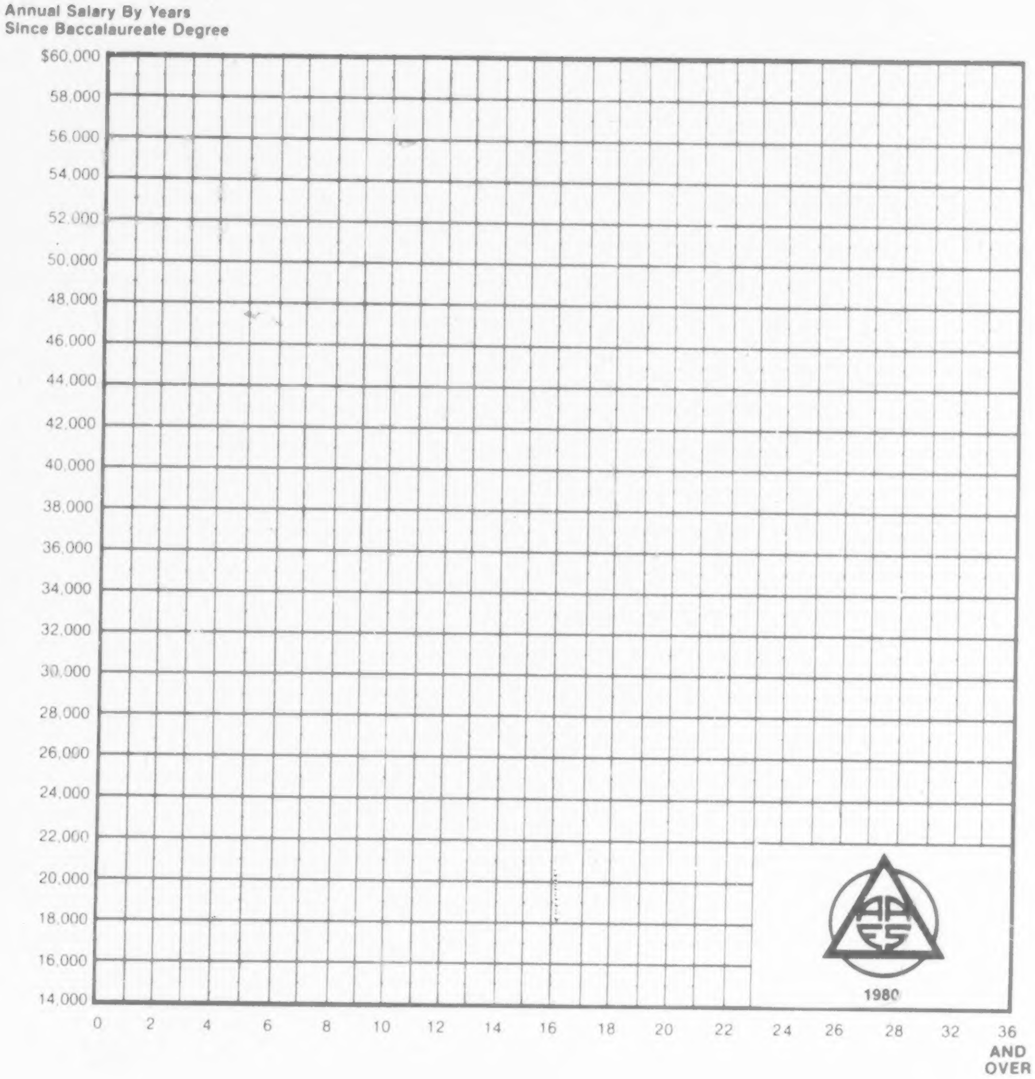
LEGEND

Upper Decile ▪▪▪▪▪▪▪▪
Upper Quartile — — -
Median ━━━━━━
Lower Quartile — — -
Lower Decile ▪▪▪▪▪▪▪▪



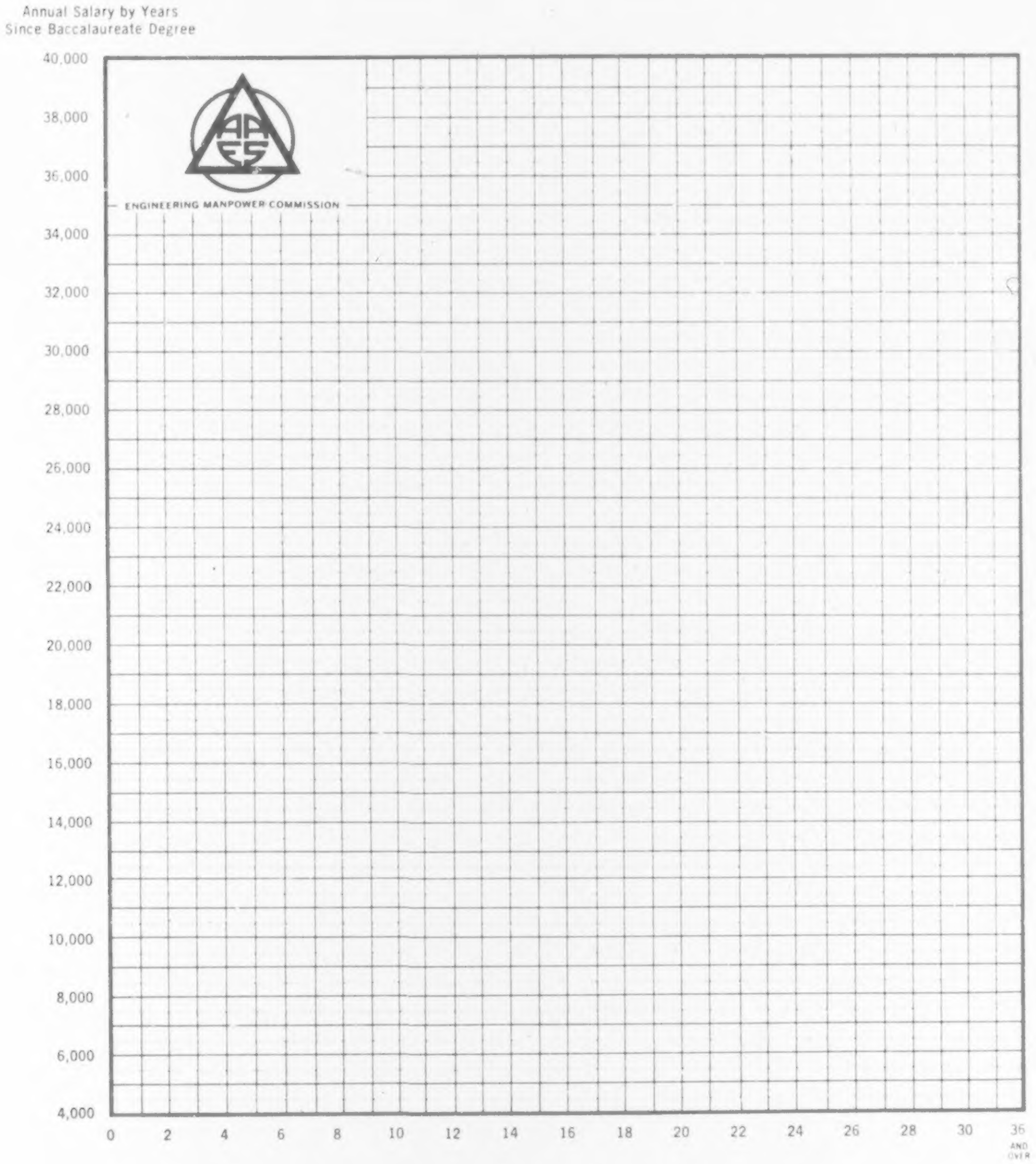
LEGEND

Upper Decile	▪▪▪▪▪▪▪▪
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▪▪▪▪▪▪▪▪



LEGEND

Upper Decile	▮▮▮▮▮▮▮▮▮
Upper Quartile	— — -
Median	━━━━
Lower Quartile	— — -
Lower Decile	▮▮▮▮▮▮▮▮▮


Annual Salary by Years
Since Baccalaureate Degree
ENGINEERING MANPOWER COMMISSION
40,000
38,000
36,000
34,000
32,000
30,000
28,000
26,000
24,000
22,000
20,000
18,000
16,000
14,000
12,000
10,000
8,000
6,000
4,000
0
2
4
6
8
10
12
14
16
18
20
22
24
26
28
30
35 AND OVER

Annual Salary by Years
Since Baccalaureate Degree